

FIRST FOGERA STAKEHOLDERS' WORKSHOP



WORETA, FOGERA, ETHIOPIA

12th to 14th of December 2012



FIRST FOGERA STAKEHOLDERS' WORKSHOP

ACRONYMS

SWC	Soil and water conservation
SLM	Sustainable land management
DM	Decision makers
F	Farmers
IP	Innovation platform
DA	Development agents, represent the Ministry of agriculture at the local level

PARTICIPANTS

47 participants

34 men and 13 women

20 Innovation platform (IP) members

Decision makers (DM) group: 19 men, 7 women

Farmers (F) group: 16 men, 6 women + 1 girl child and 3 babies on day 1 (only 1 baby on day 2 and 3)

Participants register on the attendance list. When they are illiterate, Aberra write their name on the list and they sign using their fingerprints.

FACILITATORS & OBSERVERS

Aberra ADIE (A)	Facilitator Farmers
Gerba LETA (G)	Facilitator Farmers Day 1 / DM Day 2 and 3
Zelalem LEMA (Z)	Facilitator DM Day 1 / Farmers Day 2 and 3
Mulugeta LEMENIH (M)	Facilitator DM
Emeline HASSENFORDER (E)	Facilitator/observer
Beth CULLEN (B)	Facilitator/observer
Apollo HABTAMU	To document process using video and photographs, conduct video interviews of participants.
Daba	Conduct interviews of participants + logistics

LANGUAGE AND LITERACY LEVEL

Facilitation, discussions and supporting materials (documents, PowerPoints, questionnaires) were all in **Amharic** except the first PowerPoint and the game.

Many things translated in English in the farmers group for Beth

Many practices listed in English in the DM group because Mulugeta and other DM are used to use these terms in English

Initially facilitators assumed that most farmers would be illiterate, given the low literacy levels in rural Ethiopia. However, a significant number of the farmers could read and write to some degree. An estimated 6 out of 22 selected farmers were illiterate. This could also be a reflection on the selection process, i.e. better educated farmers were selected by development agents (DA).

Facilitation was problematic at times due to Beth and Emeline's lack of Amharic. At points it was necessary for them to interrupt facilitators in order to guide the process, but this created some disruption. A few of the participants commented that the facilitation was messy, but this could also have been due to changes in facilitator arrangements (Gerba and Zelalem swapped groups on days 2 and 3), and because the workshop plan had to be adapted over the course of the three days

MAIN ISSUES RAISED

- Eucalyptus (All)
- Free grazing (All)
- Awareness-raising (DM)
- The 1 to 5 system (F)
- Timing issues: many things to do in the same time (F and DM)
- Link between highland, midland and lowland

MAIN CONFLICTING ISSUES

- **Timing of activities:** Farmers are required to implement soil and water conservation (SWC) interventions as part of the current government sustainable land management (SLM) campaign. However, activities conducted last year conflicted with the harvest season which caused a number of problems for farmers. Campaign activities are time consuming, 30 days work in addition to 'sensitization' workshops, and farmers are not compensated for their time. In addition, farmers are expected to implement many activities in a short time frame which affects the quality of the work undertaken.
- **Prioritization of issues:** There was conflict between farmers and decision makers about the prioritization of issues. Decision makers believe the issue of 'unrestricted grazing' is of primary importance and needs to be addressed immediately because it impacts on SWC structures currently being implemented. Farmers believe that this issue needs to be addressed over a longer time frame and that other issues take precedence, for example road construction and electrification of rural areas.
- **Upstream/downstream:** Farmers recognized that a large proportion of the required SWC structures/interventions are being implemented in upstream or highland areas, so farmers in these areas bear most of the burden of implementation. Some farmers thought that support should be mobilized from other areas in order to assist them, whereas other farmers believed that farmers should only be responsible for implementation activities in their own areas.

MAIN SOCIAL ASPECTS

- There was a higher number of **female participants**, in comparison to usual workshops. This was because equal numbers of men and women were specified as part of the participant selection criteria. Women tended to be more active when working in female only groups, or when involved in more 'hands-on' aspects of the workshop, as opposed to plenary sessions. However, there were a few women who were able to express their views consistently in plenary sessions, interestingly these women were engaged in previous community engagement exercises, namely the participatory video exercise.
- DA from the kebele where the IP intervention site is located chose family members to attend the workshop. **It is likely that the farmer participant selection process was biased.**
- The decision maker group made the **process very formal**, for example they elected a chairman etc. This reflects the **hierarchical nature of Ethiopian society**, which is particularly evident in the attitudes of both farmers and stakeholders in addition to planning and implementation processes which tend to be very top-down in nature.
- It is evident that **farmers, particularly women, are not really respected by decision makers**. There is a prevalent attitude that farmers are backward, uneducated and unaware of problems and possible solutions, and that they need to be told what to do. Unfortunately this has also undermined farmer self-confidence and is often reflected in their responses to decision makers, often saying what they think decision makers want to hear.
- A major barrier to current SWC works is the **lack of understanding between farmers and decision makers** and there are constraints on both sides which require a degree of mutual understanding if progress is to be made.

VOTING PROCESSES USED

- Raising hands
- Voicing opinions out loud
- Consensus (for example when designating a representative to explain the strategy to farmers, 5 DM simultaneously pointed towards one DA)
- 1, 2, 3 for the subgroup (hazard)

POSITIVE ASPECTS OF THE WORKSHOP

- Exchange and discussions between people from up, mid and downstream
- Overall vision of the watershed thanks to the game
- Farmers could explain some of their constraints, for example why they were not implementing some of the SWC interventions that the government requires them to
- Differences in perspectives between the two groups, and the reasons for these differences, became more obvious to all involved.

NEGATIVE ASPECTS OF THE WORKSHOP

- It may have been better to have had more time for discussion with the whole group at the end. Perhaps too much time was spent in two separated groups, although this was a necessary part of the process for the first workshop.
- Certain elements of the workshop facilitation were problematic. Aspects of the workshop that had been planned theoretically beforehand didn't work well in practice. Insufficient time was given to the planning of facilitation processes which led to interruptions by Beth and Emeline during the workshop, this led to some disruption and could have appeared messy to participants at times. Facilitators were perhaps not always open enough to suggestions from participants.

SUMMARY

DAY 1 (page 6)

- WELCOMING INTRODUCTIONS
- ROUND TABLE OF INTRODUCTION
- INTRODUCTIONS BY HEAD OF THE AMHARA REGIONAL BUREAU OF ENVIRONMENTAL PROTECTION AND LAND ADMINISTRATION
- PRESENTATION OF NBDC / AFROMAISON WORK
- REFLECTION ON THE PRESENTATION
- PARTICIPANT EXPECTATIONS OF WORKSHOP

COFFEE BREAK - MONITORING & EVALUATION

- PRESENTATION OF GAME
- QUESTIONS OF PARTICIPANTS AFTER THE PRESENTATION
- MONITORING & EVALUATION
- PLAYING OF THE GAME

LUNCH

- INTRODUCTION TO STRATEGY DEVELOPMENT
- FOCAL ISSUES

DAY 2 (page 16)

- INTRODUCTION
- FEASIBILITY OF PRACTICES / FILLING IN THE "PRACTICES SHEETS"

COFFEE BREAK

- FEASIBILITY OF PRACTICES / FILLING IN THE "PRACTICES SHEETS"

LUNCH

- STRATEGY PLANNING

COFFEE BREAK

- STRATEGY EVALUATION/ RESOURCES NEEDED

DAY 3 (page 22)

- INTRODUCTION
- STRATEGY DISCUSSION

COFFEE BREAK

- PRESENTATION OF FARMERS' STRATEGY TO DM
- PRESENTATION OF DM' STRATEGY TO FARMERS
- JOINT REVIEW OF STRATEGIES: SIMILARITIES AND DIFFERENCES
- WHAT'S NEXT?

LUNCH

ANNEXES

- | | |
|---|---------|
| 1. Participants' list | Page 29 |
| 2. M&E process for Fogera workshop | Page 30 |
| 3. "Practices sheet" | Page 31 |
| 4. Responses to questionnaires and interviews | Page 32 |
| 5. Decision Makers' practices list | Page 36 |
| 6. Farmers' practices list | Page 38 |
| 7. Decision Makers' Strategy | Page 40 |
| 8. Farmers' strategy | Page 42 |

DAY 1

WELCOMING INTRODUCTIONS (10 MNS) ZELELEM 9.10 – 9.20 AM

METHODOLOGY

Plenary meeting

OBSERVATIONS OF THE FACILITATORS & OBSERVERS

B) Photos taken from the IP pilot intervention work were screened as a slideshow in the background during introductions, showing livestock and fodder interventions. This may have influenced the process, both in terms of the speeches being made and the impressions of the participants about the workshop objectives.

ROUND TABLE OF INTRODUCTION (5 MNS) ALL PARTICIPANTS 9.20 – 9.25 AM

METHODOLOGY

Plenary meeting. Each participant one after the other stands up and tells his/her name and position.



INTRODUCTIONS BY HEAD OF THE AMHARA REGIONAL BUREAU OF ENVIRONMENTAL PROTECTION AND LAND ADMINISTRATION (10 MNS) 9.25 – 9.35 AM

METHODOLOGY

Plenary meeting

OBSERVATIONS OF THE FACILITATORS & OBSERVERS

(E) Speech by Bureau Head focused on the government SWC campaign which made an explicit link between the workshop and government initiatives which may have had an impact on the participants understanding of the workshop aims and objectives. This can be seen in responses to M&E questionnaire administered on Day 1. See Annex 4 page 32

PRESENTATION OF NBDC/AFROMAISON WORK THROUGH PPT (25 MNS) ZELELEM 9.35 – 10 AM

DESCRIPTION

Introduction to NBDC project aims, innovation platforms, result of baseline study, key issues identified by IP and community, Innovation fund, explanation of pilot interventions, where AfroMaison fits in: so far work on the small scale now strategy at a landscape scale, introduction to AfroMaison objectives and work done so far, Wat-a-game, future activities: next 2 workshops, expected outcomes.

SUPPORT

PowerPoint in English
“NBDC and AfroMaison: Progress so far...”

METHODOLOGY

Plenary meeting



REFLECTION ON THE PRESENTATION (10 mns) Aberra 10 – 10.17 AM

DESCRIPTION

Opportunity for participants to ask questions about the previous presentation and the workshop in general.

MAIN RESULTS

Clarity on the workshop objectives and content.

METHODOLOGY

Plenary meeting. Aberra facilitates the discussion. Participants raise their hands to ask questions or tell comments. Mulugeta writes the comments and questions on a flipchart.

COMMENTS AND QUESTIONS RAISED BY PARTICIPANTS

- (E) - What are the concrete outcomes of the IP?
- Woman: says she appreciated what she obtained from the IP
- Head of District administration: starts lecturing about free grazing and how it a problem.
- Man in black from the Agriculture office: talks about the knowledge of NRM, the problem of free grazing, land and watershed management. They would like to align the campaign with this project. He encourages participants to talk about tying animals.
(B) - Researchers from Adet and Andassa Research Institutes questioned what their role would be in the process. They commented that normally agreements are formed around projects with budgets but this doesn't seem to be the case with the NBDC/AfroMaison work. This approach is new.



OBSERVATIONS OF THE FACILITATORS & OBSERVERS

- (E) - Aberra starts by suggesting everyone to applause because there are a lot of women in the room compared to usual workshop (13 women out of 47 participants)
- Aberra asks the IP members to raise their hands in order to show other participants who belongs to the IP (20 IP members out of 47 participants)
- 5 men and 1 woman make comments
- Head of District administration monopolizes the speech, speaking for about 5 mns out of 17. Beth asks Mulugeta to stop him.
(B) - Only 2 farmers responded to the presentation, 1 man and 1 women, both of whom were involved with the Participatory Video work conducted prior to the workshop'

PARTICIPANT EXPECTATIONS OF WORKSHOP (23 mns) Aberra, Zelalem and Beth 10.17 – 10.30 AM

DESCRIPTION

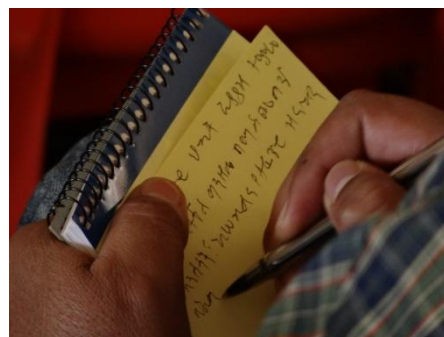
What participants hope to achieve during the workshop and after the workshop

MAIN RESULTS

See Annex 4 question on "Expectations" page 32

METHODOLOGY

Each participant receives some post-it notes. They can write/draw on the post-it notes. Then they go and stick their expectations on a flipchart on the wall.



OBSERVATIONS OF THE FACILITATORS & OBSERVERS

- (E) 2 flip charts had been prepared for this exercise in advance: "Expectations for workshop" and "Expectations after workshop". However, when Zelalem and Aberra introduced the exercise the difference between the two flip charts was not emphasized adequately. This led to participants sticking post-it notes only on 'Expectations for workshop' flip chart.



BREAK FOR COFFEE - MONITORING & EVALUATION (20 MNS)



DESCRIPTION

4 questionnaires passed to farmers Gerba, Aberra, Mulugeta and Daba
Video interview Apollo with help of Zelalem

PRESENTATION OF GAME (25 mns) Mulugeta 10.50 – 11.15 AM

DESCRIPTION

Brief demonstration of the game by Mulugeta and time for questions

SUPPORT

Powerpoints presenting the game concept and main rules

METHODOLOGY

Participants come around the game table with Mulugeta. Rules of the game and description of the main game elements are stuck on the wall.



OBSERVATIONS OF THE FACILITATORS & OBSERVERS

(E)
- Not everyone can see because there are too many but Mulugeta is the only facilitator who feels comfortable about introducing the game so we decided to do it with all participants in the same room nevertheless.
- There are some words that Mulugeta doesn't know in Amharic. None of the facilitators have Amharic as a mother tongue. Bu he asks participants the word in English and they help him translating.
- People who are a bit far from the game look annoyed because they cannot see what is going on but others look attracted (smiling, trying to have a closer look at the game, touching the pebbles, etc.)
- Some people get out of the room to make phone calls. Women farmers also often need to get out to walk their babies in their back who are crying.

QUESTIONS FROM PARTICIPANTS AFTER GAME PRESENTATION (10 mns) Mulugeta 11.15 – 11.25 AM

DESCRIPTION

Questions of participants about the game

METHODOLOGY

Participants are still around the table. They ask questions. Some raise their hands, some don't.

OBSERVATIONS OF THE FACILITATORS & OBSERVERS

(E) 4 men ask questions. no woman.

COMMENTS AND QUESTIONS RAISED BY PARTICIPANTS

(E) Many questions from participants about **eucalyptus** which suggests this is a significant issue. For example:
- If you plant eucalyptus, what effect will this have?
- What happens if we plant eucalyptus upstream, will it cause siltation downstream?
- At the moment we plant rice in the plains, if we plant eucalyptus instead this may affect water availability, how do we address this issue?
- Currently if people plant rice they don't grow eucalyptus, they choose one or the other (suggests competition between these cash crops).

MONITORING & EVALUATION

DESCRIPTION

Questionnaires distributed to high-level stakeholders & literate farmers

----- SPLIT INTO TWO GROUPS: FARMERS AND DECISION-MAKERS -----

PLAYING OF THE GAME (1h10) DM: Mulugeta and Zelalem / Farmers: Gerba and Abera 11.25 – 12.35 AM

DECISION-MAKERS (DM)

DESCRIPTION

Participants play the game themselves and then debrief about it.
First try when they place practice cards on the game board and place the required resources on them just to try.
Then they take back all their cards and start playing a first round (11.50 AM): so they put practice cards they want to play on the game board + resources. Mulugeta processes the practice cards and the game dynamics.
12 AM End of first round, comments, debriefing,

METHODOLOGY

Everyone is sitting around the game table. Mulugeta stands at one side of the table in front of the wall where the game rules and elements are displayed.



COMMENTS AND QUESTIONS RAISED BY PARTICIPANTS

(Z)

- The participants were asking to represent the landscape and the major livelihood that they think is missing but needs to be represented on the game
- Most of the questions they were raising is related to understanding more to play the game
- The main question which I think is important for us to consider is that the participants were asking that they want to assign only one labour for the livestock they keep since the reality is that the farmers keep their livestock together in for instance this month on the free grazing area, then to the forest and then to feed them at home from the crop residue. We were asking them to put one labour for each practice and if a player is going to put some of his livestock at grass land he should assign one labour the other labour for the other livestock in grass land and the third labour in the croup land which they think was not the reality.

OBSERVATIONS OF THE FACILITATORS & OBSERVERS

(E)

- The game is in English
- Participants apply to play a role quite quickly. 3 women and 5 men (2 playing the same role).
- After 10 mns they already read the role cards, look at the practice cards, touch the pebbles, etc.
- They seem to enjoy the process, smiling, joking, touching the cards.
- DM are very close to the table, they lean towards it, the ones who were sitting behind and who are not playing stood up to see better, they speak loud, discuss.
- The head of the District administration who made an introduction this morning and talked for a long time during the reflection on the presentation did not stay for the game.

(Z)

- The group was large and difficult to manage
- I was observing that the players were playing as if the farm was their own and I saw they were deciding by their own interest. For instance one of the player said he don't want to grow Khat in his farm thought it is known for high cash income he don't support and don't want to encourage Khat from religious point of view
- The other players were more focussing on income diversification and maximization of the resource to get maximum income

FARMERS

DESCRIPTION

Participants play the game themselves and then debrief about it. Further explanation is given by Aberra and Zelalem about the game. They try and play. Quick process of the cards by Zelalem just to show them how it works, no time to do a full round. Very short debriefing.

COMMENTS AND QUESTIONS RAISED BY PARTICIPANTS

(E)

- One farmer (the one with the purple shirt) comments on the fact that one land plot card was left empty (without any livestock on it) and that there was no erosion. He said that if they could try to stop free grazing in some places and during some periods, it would prevent erosion.

METHODOLOGY

Everyone is sitting around the game table. Gerba stands around the circle. Aberra stands at one side of the table in front of the wall where the game rules and elements are displayed.

OBSERVATIONS OF THE FACILITATORS & OBSERVERS

(E&B) - Game process takes longer with farmers because they want to understand all the components, after 30 mins no-one had touched any element of the game.

- Using the game cards is hampered by literacy levels and the fact that game cards are in English
- No problems with orientation around the game board, farmers understand what the board represents.
- Men take lead role: 1 woman and several men play
- Decision making process about what practices to play takes time, considerable deliberation between players before placing cards on the board. At 12 noon farmers start playing.
- Farmers refer to specific crops they want to play which sometimes contradicts practice cards which are more general
- 2 people (1 male, 1 female) playing 'landless farmer' roles initially sat removed from the rest of the group. Beth and Emeline ask Aberra to request that other players give them space at the table.
- Woman (Debritu) playing landless farmer role in a very active participant and talks a lot. (A widow, involved in PV exercise)
- One of the female farmers did not participate in the game at all, she sat outside breast feeding her baby.



LUNCH (1 HR) 12.30 TO 1.30

----- ALL PARTICIPANTS TOGETHER -----

INTRODUCTION TO STRATEGY DEVELOPMENT (15 MNS) ZELALEM & MULUGETA 1.40 – 1.55 PM

DESCRIPTION

Introduce concept of strategy building

METHODOLOGY

Plenary meeting

----- SPLIT INTO TWO GROUPS: FARMERS AND DECISION-MAKERS -----

FOCAL ISSUES (1 hr 30 mns) DM: Mulugeta and Zelalem / Farmers: Gerba and Abera 2 – 3.30 PM

DESCRIPTION

1. Presentation of the 3 focal issues identified so far: water scarcity, free grazing and soil erosion. Do these issues represent the main NRM challenges? Are there other focal issues they want to add?

2. Categorization of the focal issues

3. Prioritization of the focal issues using post-its

After discussion the groups should identify the main focal issue/s to be addressed through strategies. No problem if the two groups prioritize different issues.

DECISION-MAKERS (DM)

METHODOLOGY

DM wanted to facilitate the process themselves so they chose a **chairman and a secretary** (how?) (Chairman = Dr Mussi, director of the community outreach and research program / Secretary = Assem Tesfaw from ORDA Organization for the Rehabilitation and Development in the Amhara Region) Dr Mussi is sitting in a chair in front of the group. Assem Tesfaw is sitting among participants. He takes notes on a computer and his screen is displayed on the beamer. Mulugeta and Zelalem are next to a side wall in front of the flipchart.

1. A flip chart is placed on the wall with 3 pieces of paper showing the three focal issues that have been identified through NBDC community engagement and IP work: water scarcity, free grazing and soil erosion (written in English and Amharic). Dr Mussi facilitates (see observations hereunder) helped by Zelalem, he asks participants to tell other focal issues out loud. DM raise their hands to talk. Mulugeta writes each new idea on a piece of paper and sticks it to the flipchart.

2. Emeline suggests them to prioritize the focal issues using post-its: pink = very important / orange = important / Yellow = less important. They rather start by identifying which ones are causes and which ones are effects by moving the pieces of paper on the flipchart. Then they realize that issues belong to different categories so they decide to categorize them.

3. They discuss about prioritization with the whole group and quite quickly they all agree on 4. 'very important' issues. Mulugeta places 4 pink post-it notes on the 4 issues.



MAIN RESULTS

- **6 categories of focal issues:** Social, Infrastructure, Budget, Misplanning, Lack of implementation, Physical/NR
- **4 'very important' issues:** Land use problems, Free grazing, Awareness raising, lack of planning /lack of implementation/budget with a focus on Land use problems, the others being linked to that one.
- **Focal issue in one sentence:** "Improved livelihood of the community through sustainable NRM"

COMMENTS AND QUESTIONS RAISED BY PARTICIPANTS

(E)

- Quite long discussion about **awareness-raising**: some participants had identified it as a focal issue. Others disagreed so they asked the ones who had chosen it to justify why. Assem Tesfaw advocated that farmers knew about the issues but that they had no alternatives 'Farmers know better than us'. Then that there was also a risk if they identified awareness-raising as a problem that it backfired to them 'if we say that they need awareness and we do so and then there are no changes, it will be our fault'. Finally the group agreed that the problem was not about awareness-raising but about deepening the knowledge.

- **Implementation** issues 'Plan your work, work your plan' (Assem Tesfaw)

(Z)

- Awareness is lacking among the communities about the natural resource management was an issue which the DM participants were debating on and they agreed finally the land use issue

- The DM identify the main issue as Land Use Planning and implementation is lacking and they have discussed issues related to this

- The issue is not the strategy for land use and it is not the policy too but the problem is related to budget, human capital and institutional setting to implement land use plans. There is no enough budget, enough trained staff at woreda level to administer land use.

- There is also a discussion about the reason why there is no land use planning and implementation and some of the participants agreed that there is also lack of commitment among us since anyone can see that we plan but we most of the time didn't implement.

- Finally the consensus among them was that there is a policy but there is implementation gap related to budget, trained staff and lack of capacity

FARMERS

METHODOLOGY

1. A flip chart is placed on the wall with 3 pieces of paper showing the three focal issues that have been identified through NBDC community engagement and IP work: water scarcity, free grazing and soil erosion (written in English and Amharic). Farmers discuss these and Aberra writes additional focal issues directly onto the flip chart.

2. Additional issues are written onto post-it notes and stuck onto the wall so that similar issues are grouped together to form categories: biophysical, policy/institutional, economic/livelihood

3. Farmers were asked by facilitators to prioritize the most important issues, this started with farmers prioritizing individual issues, but they then decided to prioritize the 3 categories. Each farmer places colored post-it notes to indicate order of priority: pink = very important, orange = medium importance, yellow = least important. In the mean time others discuss and comment on the choices made by others.



MAIN RESULTS

- **3 categories of focal issues**: biophysical, policy/institutional, economic/livelihood

- **Biophysical** category prioritized as '**Very important**'. 5 issues: soil fertility decline, water availability, unrestricted grazing, deforestation (decreasing tree density), soil erosion.

- **Policy/institutional** category prioritized as '**medium importance**'. 4 issues identified: lack of collective practice, unsustainability of SWC, lack of land use planning system, lack of monitoring and maintenance of SWC.

- **Economic/livelihoods category** prioritized as '**least important**'. 2 issues identified: high price of fertilizer, landlessness.

OBSERVATIONS OF THE FACILITATORS & OBSERVERS

(B) - Farmers identified individual issues as specific issue within a broader problem of NRM but did not define a core focal issue in one sentence, this would have required additional facilitation and there was some disagreement between facilitators about how to do this.

- During their discussions farmers spent a lot of time talking about the policy/institutional issues but this category was not ranked as most important.

BREAK FOR COFFEE (20 mns)

OBSERVATIONS OF THE FACILITATORS & OBSERVERS

(E) Discussion between Emeline, Mulugeta and Beth during coffee break. Emeline thinks that each group should try and formulate the focal issue into one sentence. Beth and Mulugeta disagree. They think that the sentence is going to be too broad and that it would be our way of formulating it, not their words. Finally DM do formulate it into one sentence but farmers don't.

INTRODUCTION TO PRACTICES (1 hr 10 mns) DM: Mulugeta and Zelalem / Farmers: Gerba and Abera 3.50 – 5 PM

DESCRIPTION

1. Participants list practices that are needed to address the focal issue.
2. Participants group all the practices into similar categories.
3. Once they have identified practices independently facilitators introduce Happy Strategies practice cards. Participants choose which ones they want to use. Enables them to think about possible technical and institutional practices they may not have thought about.

DECISION-MAKERS (DM)

METHODOLOGY

The secretary starts by presenting what they said in the previous session and they agree on a focal issue in one sentence. It takes them about 10mns.

1. Each participant receives post-it notes. He/she writes potential practices that could be implemented in order to address the focal issue and comes to stick them on the flipchart.
2. Participants sit again. Through a group discussion they quite quickly identify 5 categories of practices.
3. Zelalem and Mulugeta suggest practices from the happy strategies. Finally they don't do it, not enough time, it's the end of the day and participants are tired.

FARMERS

METHODOLOGY

1. Facilitators ask farmers to identify practices to address the 11 NRM issues previously identified. Farmers raise their hands and voice potential practices out loud. Beth and Abera write them on post-it notes and stick them to the wall.
2. Group members review and discuss practices they have identified and agree.
3. Facilitators introduce 'Happy Strategy' practices (identified by experts/researchers) and choose additional ones they think are appropriate to add to the practices they have identified.



MAIN RESULTS

- **5 categories of practices:** INRM, Institutional, social/economics, cross-cutting, technology
- 57 practices

MAIN RESULTS

- **5 categories of practices:** Policy/institutional, Soil fertility/conservation, livestock interventions, water conservation interventions, tree interventions.
- 31 Farmer identified practices + 7 Happy Strategy practices

OBSERVATIONS OF THE FACILITATORS & OBSERVERS

(Z)

- Listing of the practice lists were interesting as I have seen the participants were listing practices that they are currently working on (professionalism)
- Most of the practices listed were also common one which is coming out of the government's main priority area
- There was also misunderstanding about writing of one practice on one card as we found a lot of practices were listed on one card
- The majority of practices were categorized under the institutions and this shows that there is a gap at institutional level in implementing NRM plans

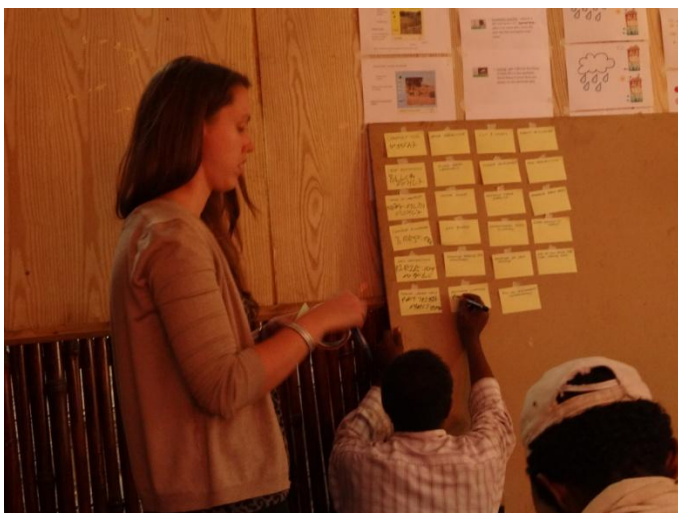
OBSERVATIONS OF THE FACILITATORS & OBSERVERS

(E)

- After 4 PM only 2 women are remaining, the others had to go home

(B)

- Farmers were able to identify a range of practices they thought were necessary to address the NRM problems they had identified from their own experiences, but few 'indigenous' practices were mentioned.
- Farmers had no experience with certain practices identified in the 'Happy Strategy' game- e.g. apple trees and conservation agriculture and they were reluctant to include practices that they had no knowledge of.
- Much discussion about the need for 'awareness raising' which seemed to be more of a concern about better communication of information, both between farmers themselves and between farmers and decision makers.
- Discussion about the need to strengthen government institutions, particularly the '1 to 5' system. Not sure whether the farmers present in the workshop are representative of the wider community so such suggestions may not be supported by other farmers.





DAY 2

OBSERVATIONS OF THE FACILITATORS & OBSERVERS

(E) Long discussion in the morning about the **practice sheet template**. Emeline, Beth and Zelalem made it the evening the day before. Others believe that it should be written on it where the practice is to be implemented (upland/midland/lowland). Emeline and Beth argue that this will be done through the spatial planning in the afternoon and that it will be complicated to add another information since the practices sheets are already printed. Others insist. Finally the info is not added.

Discussion also about the room: Emeline and Beth think it might be better to **switch rooms** because one of the 2 rooms (where the farmers were yesterday) is very hot so it is unfair. Aberra says he does not mind. But everything displayed on the walls needs to be removed and transported from 1 room to the other. Finally we decide to actually switch.

INTRODUCTION (45 mns) Beth and Mulugeta 9 – 9.45 AM

DESCRIPTION

1. Recap of what we did yesterday
2. Each participants says what he liked, didn't like about yesterday and what he/she expects for today (To be translated from the video by Apollo)
3. Presentation of the programme for the next 2 days
4. Comments and questions

----- SPLIT INTO TWO GROUPS: FARMERS AND DECISION-MAKERS -----
EACH GROUP IS SPLIT INTO 3 SUB-GROUPS

REVIEW AND CATEGORIZATION OF PRACTICES Farmers: Aberra and Zelalem 9.45 – 10.30 AM

METHODOLOGY

1. Farmers reviewed the practices they identified the day before and decide to group them into 5 categories: soil fertility/conservation interventions, livestock interventions, water conservation interventions, tree interventions, institutional interventions.
2. As they put practices into the different categories they add new practices which they hadn't thought about the day before.

MAIN RESULTS

- 18 additional practices identified (total of 56).

OBSERVATIONS OF THE FACILITATORS & OBSERVERS

- (B) - Most of the additional practices were related to institutional interventions.
- Not sure to what extent the categories that were used to group the practices were influenced by facilitators/Happy Strategy cards or farmers themselves.

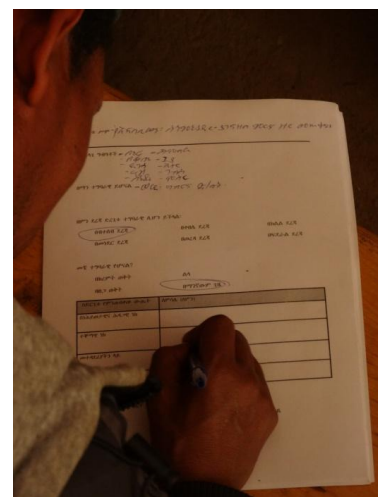
FEASIBILITY OF PRACTICES / FILLING IN THE PRACTICES SHEETS (45 mns) DM: Mulugeta and Gerba/ Farmers: Aberra and Zelalem 9.45 – 10.30 AM

DESCRIPTION

1. Explanation of the exercise, tell them they can still suggest new practices, participants review the practices they have chosen on the previous day as one group.
2. Participants fill in one practice sheet template for each practice in subgroups. Information generated can be turned into practice cards later by facilitators.

SUPPORT

Practices sheet (in Amharic)
Cf. Annex 3 page 31



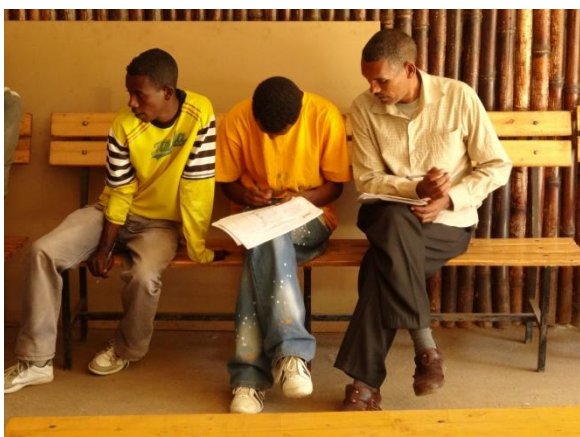
DECISION-MAKERS (DM)

METHODOLOGY

1. /

2. Gerba and Mulugeta ask DM how they want to be split into 2 subgroups. They say they want to make sure that they have in each subgroup people from Bahir Dar and people from the rest of the district. So they start by making 2 groups: 1 with people from from Bahir Dar and people from the rest of the district. Then they assign one number to each person by counting 1, 2, 3. People with number 1 go to subgroup number 1, same for subgroups 2 and 3.

* Participants pick one “practice post-it note” on a first flipchart on the wall, come back to their sub-group, fill-in the “practice sheet template” and then go back to the wall and stick the “practice post-it note” to another flipchart showing which practices have been already taken and made into practice sheets.



MAIN RESULTS

- 57 practices
- About 50% made into practice sheets > so at the end we had 2 flipcharts with about 30 “practice post-it notes” each, one with the practices made into practice sheets and one with other practices for which there was no time to make them into practice sheets.



FARMERS

METHODOLOGY

1. Looking at practices of the day before made them think about other practices that they wrote on post-it notes and added to the board.

2. Farmers are split into 3 subgroups in order to create space for more equitable discussion (these groups were decided by facilitators):

- Women (6)
- Influential farmers (strong role in kebele and/or strong personality) (8)
- Other farmers (7)

* Participants go to the wooden board with all “practice post-it notes”, select one and place a red dot on it to show that it has been taken and made into a practice sheet.



MAIN RESULTS

- 56 practices
- 22 practice sheets filled in out of a total of 56 practice post-its (around 40%) > so at the end we had a wooden board with all 56 practices on it, 22 of them having a red dot on it.

COMMENTS AND QUESTIONS RAISED BY PARTICIPANTS

- (E) Big discussions about the 1 to 5 system. People have different opinions about it.
- (Z) It was difficult for the women farmers to differentiate who is implementing and then at what scale like at household level or at village level or etc but the choice also not single but it can include different scales.

OBSERVATIONS OF THE FACILITATORS & OBSERVERS

(Z)

- The process was time taking and it requires farmers to process what the practices will bring the different sets of impacts ...a bit difficult to do all the practices
- Women farmers were also keen to discuss on practices that they think will minimize their efforts like improved stove.

COFFEE BREAK (20 mns) 10.30 – 10.50 AM

FEASIBILITY OF PRACTICES / FILLING IN THE PRACTICES SHEETS (2 hrs) 10.50 – 12.50 AM

Same than above.

LUNCH 12.30 to 1.30

OBSERVATIONS OF THE FACILITATORS & OBSERVERS

(E) There was no time to fill-in one practice sheet template for each practice (Farmers: about 40%, DM: about 50% of the total practice post-it notes made into practice sheets). But the participants of both groups as well as the facilitators were tired of filling in the practice sheets so we decided to drop it and start the planning.

STRATEGY PLANNING (3 hrs 15 mns (DM) / 2 hrs (Farmers)) DM: Mulugeta and Gerba/ Farmers: Aberra and Zelalem / DM: 1.45 – 5 PM / Farmers: 1.45 – 3.45 PM

DESCRIPTION

- 1. Spatial planning:** Participants organize their selected practices on the game board to formulate a landscape scale strategy. (DM) DM: 1.45 – 4 PM / Farmers: 1.45 – 3 PM
- 2. Temporal planning:** Once they have placed the practices on the board facilitators probe the timescales required for the different practices- i.e. in what order should the practices be implemented (short, mid, long). DM: 4-5 PM / Farmers: 3 - 3.45 PM

DECISION-MAKERS (DM)

METHODOLOGY

- 1.** DM remain seated on their chairs. Mulugeta and Gerba pick “practice post-it notes” from the flipchart where practices have been made into practice sheets. (They didn’t include any of the practices for which they had no time to make them into practice sheets, unlike farmers who included all.) They ask the whole group where to place this practice on the game board (up/mid/lowland). People voice their opinion out loud.
- 2.** For the temporal planning Mulugeta saw the process we used with farmers so they decided to use flipcharts and use the same process.

MAIN RESULTS

DM strategy (4 flipcharts) including about 30 different practices > but some can be made both upland, lowland and midland and both shortterm, midterm and longterm (that’s why there are more when we count the number of practices on the picture) Cf Annex 7 page 40



FARMERS

METHODOLOGY

- 1.** Farmers go to the wooden board, pick one practice post-it and come to place it on the game board to show whether it is played upstream, midstream or downstream. The practices that are at the wereda, regional or national level are placed on the side of the game board. Since it was messy, Beth and Aberra decided to group practices on the game board by category (the 5 categories of practices identified in an earlier step).
- 2.** For the temporal planning initially Emeline and Beth wanted initially participants to write on the practice post-it notes on the game board the sequence in which they wanted to implement the practices (1, 2, 3 etc.). But there were too many post-its and it would have been complicated so Beth and Aberra decided with the farmers to do the temporal planning on flipcharts. Aberra would go to the game board and take practices one after the other, by zone (up/mid/lowland) and by category (tree/water/etc.). He would bring the post-it back to Beth and the whole group decided for each practice whether to place it in the shortterm, midterm or longterm column. For some practices they voiced their opinion out loud and other farmers agreed. When they disagreed, they raised their hands to vote in which column to place the practice.

MAIN RESULTS

Farmers strategy (9 flipcharts) including about 56 different practices

OBSERVATIONS OF THE FACILITATORS & OBSERVERS

(E) - The problem with this methodology we used is that it **quite disconnects the spatial and the temporal planning**, even though practices in the temporal planning are classified by zone (high, mid and lowland) and by category (water, infrastructure, etc.)



OBSERVATIONS OF THE FACILITATORS & OBSERVERS

(E&B)

- It is quickly becoming a mess when they place practice post-it notes on the game board because they pile up all the practices. So Aberra invites them to think once again and maybe leave some aside. I don't think they left any practice aside after all (to be verified)
- To clarify the strategies Beth and Aberra work with farmers to reorganize the practice cards into spatial (highland/midland/lowland) and cross-cutting practices. During this process around half of the farmers lost interest and stopped participating.
- They did not use the practice sheets to see at what scale the practice was to be played, as in Uganda.
- After clarifying the practices in terms of spatial implementation Beth and Aberra decide to move to temporal planning using flipcharts (see methodology section for details).
- When they vote to place the practice in the shortterm, midterm or longterm column, right after the vote there is a brouhaha in the room.
- Women are sitting in the back row but they participate and give their opinion.

(Z&B)

- Farmers defined short term as practices that should be implemented immediately (within 1 year), mid term referred to practices that should be implemented in 3 to 5 years, and long term referred to practices that should be implemented in 5 years or more.'
- There was a concentration of short term activities in the highland areas, whereas fewer interventions were identified for the midlands and wetlands.
- The government instigated SWC campaign is currently implemented by groups of farmers who are mobilized to work on land in their own kebeles. During this exercise farmers in the wetlands suggest that they should support the work of the upland farmers, because their livelihoods are affected by activities in the highlands. According to them, current government initiatives do not give any consideration to this.



COFFEE BREAK (20 mns)

STRATEGY EVALUATION/ RESOURCES NEEDED (30 mns) DM: Mulugeta and Gerba/ Farmers: Aberra and Zelalem
DM: 5-5.30 PM / Farmers: 3.45-4.15 PM

DESCRIPTION

Participants evaluate the feasibility of their plan: what is required for each practice in terms of money, labour, and knowledge. They use pebbles to indicate this. (This information can be turned into a matrix at a later date if necessary).

DECISION-MAKERS (DM)

METHODOLOGY

The strategy flipcharts are placed on tables or on the floor. DM go around them and place pebbles on each practice to indicate the amount of resources needed for each practice.

Money = golden pebbles

Labour = beans

Knowledge = maize

- No groups are defined, the stakeholders who want go around the flipcharts to place the pebbles on them.

MAIN RESULTS

Farmers Strategy with resources (Cf. Annex 8 page 42)

COMMENTS AND QUESTIONS RAISED BY PARTICIPANTS

(M&G)



FARMERS

METHODOLOGY

The strategy flip charts are placed on tables or on the floor. Farmers divide themselves into groups according to where they are from in the landscape- i.e. farmers from the highlands work on the activities that are to be implemented in the highlands. The different groups work together on the activities that are 'cross-cutting' (to be implemented across the landscape)

Money = golden pebbles

Labour = beans

Knowledge = maize

- After all the practices have been assessed by the groups, farmers review the practices collectively and make adjustments as necessary.'

MAIN RESULTS

DM Strategy with resources (Cf. Annex 7 page 40)

COMMENTS AND QUESTIONS RAISED BY PARTICIPANTS

(E) - Discussion about highland: it's where the erosion problem is the most important. In the same time it is where there is less labour and capacity



OBSERVATIONS OF THE FACILITATORS & OBSERVERS

(E)

- Since there were not enough pebbles, they had to take the pebbles from one of the flipcharts they had already made to be able to make the others.
- Women of both groups (farmers and DM) are a bit more active during this part of the process. Usually, they don't talk much during discussions, only 1 or 2 are a bit more active than others but others are in the back of the room. But when it comes to act and touch things (pebbles), they are more active.
- Only one flipchart (out of 4) is made in the evening. The others are made on the day after. The first flipchart made and that as deleted because of the lack of pebbles was remade by women on the following day.
- After 4PM, few DM are remaining in the room (about 10), others have left. But all the women are still here, none have left. The temporal planning process took a very long time because they had a lot of practices so they seem a bit bored now. I told Mulugeta to try and ask them to diminish the number of practices but he argued that most of the practices are already being done in the field and that it is a shame to ask them to list so many practices and now diminish their number.
- The DM strategy is very broad: it is addressing many different issues: livestock, water, energy, etc. According to Gerba, it is partly because the stakeholders come from different backgrounds so the person working on livestock pushes for livestock being mentioned in the strategy and same for other stakeholders. I also think it is due to Mulugeta's facilitation: he advocates for a broad strategy addressing INRM for the whole landscape.
- DM asked to get a copy of their strategy as well as a copy of some Happy strategy practice cards to use it in their governmental jobs.



OBSERVATIONS OF THE FACILITATORS & OBSERVERS

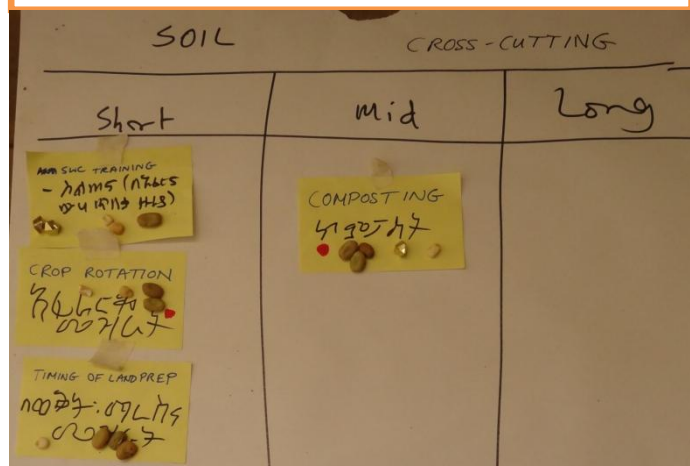
(E&B)

- Farmers are more active in this process than DM. All are still here by the end of the day and they finish earlier than DM by almost 1 hour. Facilitators also take a more active role in this group than in the DM group because some farmers need help to write and dare less to express themselves whereas DM are more independent. This was highlighted at the end of the day by Assem Tesfaw when he came in the farmers room to see their strategies. He said "Farmers have done better than us" > practices are more concrete and they finished their strategy earlier during the day.
- DM categorized practices by sector and used 'cross-cutting issues' to refer to practices that were trans-sectoral, whereas farmers categorized practices according to where they should be implemented in the landscape and used 'cross-cutting issues' to refer to practices that should be implemented across the whole landscape. This perhaps reflects differences in knowledge and perspectives between DM and farmers.

First conclusions on the farmers strategy (E, Z, A, B)

- They have much **more practices in the short term** (normal, they need to see the results quickly).
- There are **more practices in the highland** because it's where the erosion problem is the most important. In the same time it is where there is less labour and capacity > link with ecosystem services. (A) There are already some farmers from midland and lowland who go to help upland.
- (A) Problem of **timing**: farmers are asked to do many soil conservation practices in the same time: they cannot even start one that 4 others are coming. You can see on the flipchart that many practices they suggested require labour: it is not a problem of lack of labour but more of everything having to be done in the same time.

- At the midland area there is a lot of knowledge and money and even labour required as the farmers were discussing that the irrigated area require them a lot of technology on water lifting and transport and improved cash crop seeds and seedlings, trainings on water efficient use, market and since they are working all round the year their labour is also limited



DAY 3

INTRODUCTION DM: 8.50-9 AM / F: 8.40-8.50 AM

DESCRIPTION

Presentation of the programme for today

OBSERVATIONS OF THE FACILITATORS & OBSERVERS

Farmers arrive earlier than DM so they started earlier today.

STRATEGY DISCUSSION (1 hr 30 mns) DM: Mulugeta and Gerba/ Farmers: Abera and Zelalem DM: 9-10.30 AM / Farmers: 8-50-10.30 AM

DESCRIPTION

1. Groups start qualitative discussion about strategies from day before... Facilitators present strategy representation and probe the following issues: How effective is the strategy, potential positive/negative impacts (refer to indicators), feasibility of certain combinations of practices... Results of discussion to be documented on flipcharts. Document any comments, doubts, requirements, gaps and risks.
2. Key messages
3. Questions to be asked to the other group



DECISION-MAKERS (DM)

METHODOLOGY

- Mulugeta ask DM to choose someone to facilitate the discussion so that the process is really in their hands. Several people designated one man (is he the DA?) so he agreed to be the facilitator/chairman for this step of the process.

- 2 groups appear: the chairman, helped by 2 or 3 other DM, writes down the flipchart to present to the Farmers. Ladies with some men DM put back the resources pebbles on the strategy flipcharts, arrange them to look good for the presentation. Other stakeholders sit in the room, discuss and wait.

COMMENTS AND QUESTIONS RAISED BY PARTICIPANTS

(E)

- They talk about lessons learned from the strategies / process.
- They think the game was really good because it helped them to have a broad vision of the landscape and to position practices in space.
- They think they should categorize their practices.
- It looks like many practices but actually farmers do many already.

MAIN RESULTS

Flipcharts with a sum-up of the strategy, key messages and questions to Farmers

OBSERVATIONS OF THE FACILITATORS & OBSERVERS

- (E)
- 3 women are sitting in the front row. They chose to seat there by themselves. The 3 ladies who were sitting in the back yesterday are not here this morning. Only the most active women are. 2 of the 3 arrive at 10 AM.
 - Women are not saying anything, not participating. At some point the chairman asks the ladies to participate but still they keep low profile.
 - People talk for very long when they start talking.
 - The chairman said they would present to the farmers so he asked DM to clarify some practices they suggested. For example one man suggested "improved seeds" and he had listed many but it was not feasible so they discussed it.
 - Then the chairman looked at the different time plans they have identified: there are many practices in the short term: is that feasible? Are the ones placed in midterm really midterm?
 - Gerba is not facilitating much anymore. He listens and helps to write down things but he lets Mulugeta to facilitate.

FARMERS

METHODOLOGY

- Frequently Zelalem makes a clapping hands exercise to wake up everyone.
- Yesterday they had allocated the resources per groups so some had not seen what had been done by other groups. Today they look at them, discuss and reallocate some of the resources pebbles accordingly.

MAIN RESULTS

Flipcharts with a sum-up of the strategy, key messages

OBSERVATIONS OF THE FACILITATORS & OBSERVERS

- (E)
- Only men speak. Women don't.
 - Beth and Emeline noticed that the ladies were seating behind. They tell Aberra who asks the ladies to come and seat in the front row.

COMMENTS AND QUESTIONS RAISED BY PARTICIPANTS

- (E)
- **Upstream people** work too much but they don't get much benefits.
Zelalem: "Have you done anything to help them?".
Farmers answer that yes, some farmers from midstream sometimes go upstream to help with conservation works. Farmers from upstream don't because it's too far.
Another farmer disagrees: he says that everyone should do soil and water conservation (SWC) work in his own area. Another farmer says that upstream farmers produce only during the rainy season. But after that if they don't do SWC interventions, the problem comes to farmers midstream and downstream.
"We have to act collectively and not separately"
"Even during the governmental campaign, the work is separated per area.
Upstream the work is big and they are few in numbers. Some say they would like to go but it's far.
When they do SWC interventions upstream they should be implemented by or with the help of people who have knowledge about it (DM)
(translation from Apollo)

COFFEE BREAK (20 mns)

----- ALL PARTICIPANTS TOGETHER -----

PRESENTATION OF FARMERS' STRATEGY TO DM (40 mns) 2 representatives of Farmers + Aberra and Zelalem facilitate the discussion 10.50 – 11.30 AM.

DESCRIPTION

1. Everyone goes around the strategies' flipcharts 10.50 – 11 AM
2. Representatives present strategies to members of the other group 11 – 11.10 AM
3. Discussion and questions: Participants feedback on each others' strategies and ask questions about the strategies. It gives each group a chance to pose questions they identified earlier to the other group (i.e. experts have questions for farmers and vice versa)... 11.10 – 11.30 AM

METHODOLOGY

DM go to the Farmers room.

1. The strategy flipcharts are placed on tables and on the floor. DM are moving around to see them. Most of the farmers are around the strategies as well to explain them to DM.
2. Everyone sits down again. 2 farmers present the main ideas of their strategy: the one who was taking notes this morning (Beth had suggested that it would be nice if a farmer wrote the flipcharts) and another one. They sum up the main practices identified for each zone (high, mid and lowland).
3. Aberra and Zelalem facilitate the discussion : DM raise hands, stand up, ask questions or tell their comments. Then farmers do the same thing to answer.

OBSERVATIONS OF THE FACILITATORS & OBSERVERS

- (E)
1. - Everyone seems really happy to exchange with the other group.
- Some DM are taking notes. Farmers are justifying why they chose this and this practice, why such many resources, etc.
- Women farmers explain to women DM their strategy.
 2. Farmers sit in front since they were already in the room before. DM take the remaining sits behind, in the 2nd and 3rd rows.

MAIN RESULTS

Learning on each others' point of view, discussing conflicting issues (particularly in terms of timing)

COMMENTS AND QUESTIONS RAISED BY PARTICIPANTS

(E)

1. One DM said "Farmers are explaining and defending their case very well".

3.

- DM: Why did you allocate **compost** as a midterm activity and **free grazing** as a long term activity?

Farmer 1: Lowland/wetland areas are subject to flooding so pits for compost making are not appropriate, a new system needs to be designed so we can make compost in these areas. This requires materials, labour, training and land allocation which is why we think it is a mid term activity'

Farmer 2: A sequence of activities is required before we can practice controlled grazing. We need to develop fodder to be able to feed the animals, and then improved breeds are required etc. This is something that requires a long term plan.

- DM: **Farmers always say that they appreciate training but there is no change into practice.**

Farmer: Pas processes were not really participatory + there was no landscape approach: upstream and downstream did not come together to the workshops. This workshop is different. During this workshop we could discuss difficulties and we are ready to change. (the group applauds)

- Aberra and Zelalem sum up the **main lessons learned**:

* Farmers could understand that practices could be done in different parts of the landscape. It is not necessarily the same practices made everywhere.

* Also that farmers from mid and downstream could go and help farmers upland to do SWC INTERVENTIONS because it is very labour intensive.

* That siltation in the wetland is a big problem due to soil erosion

* That activities should be done phase by phase, not all in the same time.



DESCRIPTION

1. Everyone goes around the strategies' flipcharts 11.30 – 11.37 AM
2. Representatives present strategies to members of the other group 11.37 – 11.52 AM
3. Discussion and questions: Participants feedback on each others strategies and ask questions about the strategies. It gives each group a chance to pose questions they identified earlier to the other group (i.e. experts have questions for farmers and vice versa)... 11.52 – 12 AM

METHODOLOGY

Farmers go to the DM room.

1. The strategy flipcharts are placed on tables and on the floor. Farmers are moving around to see them. Some DM are around the strategies as well to explain them to Farmers.
2. Everyone sits down again. The extension head of the wereda presents. He starts by lecturing about water in front of a drawing of the river basin. Then he explains the main practices identified for each zone (high, mid and lowland).
3. Mulugeta and Zelalem facilitate the discussion: Farmers raise hands, stand up, ask questions or tell their comments. Then DM do the same thing to answer.

OBSERVATIONS OF THE FACILITATORS & OBSERVERS

(E)

1.
 - Only one DM goes around the table with the strategies to explain them to farmers. The others are sitting on their chairs. Emeline tells them that someone could go to explain farmers about the DM strategy, partly because most practices on the DM strategy are written in English and most farmers don't know English. The 3 or 4 DM to whom Emeline asked immediately pointed the DA to go.
 - In the other room, women farmers came around their strategy to explain it to other women. In this room, all women DM sit on their chairs and don't come to explain.
2.
 - The tone of the extension head of the wereda is very lecturing. Straight away we can feel that he wants to emphasize the gap by passing a message very much like "we know more than you".

(Z)

- My observation about the DM presentation was that they were too smart to put farmers in the heart of their knowledge but then present with a detail about defining how watershed is called and how rainwater is flowing which tells that farmers know nothing. This is a deep rooted difference created among the so called experts underestimating farmers' knowledge and experiences

MAIN RESULTS

Learning on each others' point of view, discussing conflicting issues (particularly in terms of timing) Report

COMMENTS AND QUESTIONS RAISED BY PARTICIPANTS

(E)

2.

Sentences told by the extension head of the wereda when he introduces the DM strategy:

"we have to cross knowledge and experience"

"we cannot claim that we know more than farmers"

"we need the commitment of various classes of stakeholders to achieve INRM"

"Laziness is not acceptable"

"Almost all activities are short term"

"It is good to suggest land use plans for different types of crops to farmers so that they don't plant whatever they want"

"Farmers abuse the use of fuelwood, they burn wood until after midnight, they could stop early, go to bed and wake up early to go to the fields (Comment Aberra: it's just to warm up themselves!)"

"But I don't want to criticize because we're all from the same family"

(Comments gathered by Emeline with translation from Aberra)

3.

Woman farmer: I didn't see here any issues related to women and youth, what is their role in this system?

Farmer: DM didn't separate activities among landscape levels.

Farmer: there is a lot of erosion going to lake Tana into the water.

Farmer: most practices are short term: is it business as usual? (group applauses)

DM: Apiculture is mostly for people upstream because there is some vegetation there. Fishing is both midland (through ponds) and lowland (in the lake). Forest protection should be under community control, not by a guard. Impact of pesticides on bees: they might die when they go on crops.

The timing of activities has to be taken into account.



DESCRIPTION

Analysis of commonalities and differences between the strategies

METHODOLOGY

- Beth asks all participants if they want to be split into 2 groups again. They said they preferred to be together. On the day before they had started to complain about the fact that it would have been nice to spend more time altogether rather than in 2 separate groups. We answered that they would be together on the 3rd day. I think that at the end they understood why they were split and the benefits of it (Check the evaluation questionnaires to see if there were any comments about that).
- Participants want to finish the workshop in one hour to be able to go back home early. So we speed up the process to finish before lunch.
- Zelalem facilitates, Mulugeta takes notes. People raise their hands and stand up to talk.
- In the meantime Gerba, Aberra and Apollo make some final interviews with farmers. They call them one after the other to get out of the room and interview them.
- Daba (then helped by Aberra) is also calling DM and farmers one after the other to give them their per diems (100 Birr per day = 300 Birr in total = approximately 12€)



OBSERVATIONS OF THE FACILITATORS & OBSERVERS

- (E)
- The discussion is very active, many people are raising hands to talk, particularly around the issue of free-grazing.
- (Z)
- I can see that there is still lack of taking the points of farmers in the planning by DM as they tend to rate themselves as an educated and the farmers as illiterate
 - Participatory approach that will envisage farmers input in to account should be the priority focus if we want the landscape intervention to be implemented effectively
 - Research should be linked with this kinds of approach so that evidences will be generated on the main priority issue and support the decision that the stakeholders are taking

MAIN RESULTS

- Beginning of a merging of the strategies.
Decisions that:
- Controlled grazing should be mid term (as in the farmers' strategy) (??)
 - Compost should be short term (as in the DM' strategy)
 - Roads should be long term (as in the DM' strategy)

COMMENTS AND QUESTIONS RAISED BY PARTICIPANTS

- (E)
- Farmers insist that **controlled grazing** should be mid or long term. DM put it short term.
 - Dr Mussi: talks about his experience with communities, he emphasizes the fact that zero grazing is impossible to do in the short term.
 - Farmer: If we achieve 10% of zero free-grazing this year, 30% next year and 50% in the third year, it is midterm!
 - Farmer: if we diminish the number of cattle, how are we going to do **compost**? (he is very animated saying that)
 - Woman DM: When the farmers talk, it is based on the reality. Compost can be made in 2 weeks, why farmers put it in the midterm?
 - Farmer: even we already do compost
 - > All farmers agree to put compost short term (applause)
 - Farmer: **Road construction** should be short term but experts put it long term
 - DM: Road construction needs machinery, labour and a lot of other resources: it's impossible to make it short term!
 - > All farmers agree on roads long term.
 - Farmer: the experts group (DM) made all activities with farmers labour short term and all activities requiring machinery, money, government interventions long term, why is that?
 - DM: the government doesn't have that investment so it should be long term.
 - Farmer: the government had planned the roads but the the wereda has extended the plan.
 - Framer: Let's prioritize. Because if we put all activities short term it may not be realized on the ground. If we put roads as a priority, farmers can contribute with labour and finance (applause)
 - (translated by Assem Tesfaw)

- (Z)
- The farmers were asking the DM about why they put infrastructure development activities in the long run and why they put activities that is done bay farmers in the short term
 - The farmers were also asking questions about the push from the DM planning to implement the cut and carry system and stop free grazing. The farmers were worried about how they are going to keep their animal in a compound before they sustain improved fodder development



DESCRIPTION

Explanation of 2nd workshop: aim will be to test the strategies using the game and to build a joint strategy that could potentially be implemented. Assign tasks between now and the 2nd workshop.

METHODOLOGY

Beth suggest the group that the second workshop could be to build a strategy focused on free grazing since it's an issue that comes back again and again in the discussion. The she leaves the discussion open to participants ("We want really this process to meet your needs and benefit you; So we can discuss now how.").



COMMENTS AND QUESTIONS RAISED BY PARTICIPANTS

(E)

- Dr Mussi: The workshop was genuine, participatory, and we could get an overall vision of the landscape. It could be good if all the participants could have a copy of the strategies and that more stakeholders would be involved in this process. We should have pilot areas from upland, midland and lowland to implement these activities of integrated development.

- DM: ??

- F: It's the hen and the egg: if there is no free grazing, how can we construct compounds?

- DM: But if there is SWC interventions and you do free grazing, it's useless. The plan should be based on the farmers' practices: in some kebeles, free grazing is already almost reduced to zero.

- F: There is no sustainability of SWC interventions because we are doing free grazing. So we should first avoid free grazing and then do SWC interventions.

- DM: we should use the plan of the farmers because they are more practical, close to reality.

- DM: Bye-laws of the community should be integrated in the laws of the region and people should be judged when they don't respect bye-laws. The government already started to do it. 6 months ago IWMI did a workshop on those legal issues.

(Translation from Assem Tesfaw)

(Z)

- The questions raised here are to invite the high level decision makers as this time participants are more of the experts who don't have the right to decide on resources to take the implementation of the landscape strategy on the ground

- Next time we will invite the same participants but include the decision makers of the key institutions that we think will take forward the strategy implementation

- The timetable for the workshop need to be distributed first to the participants on the next workshops

- They comment also the timing of the next workshop shouldn't be coincide with other big events in the woreda

OTHER COMMENTS AND QUESTIONS RAISED BY PARTICIPANTS during informal discussions, questionnaires,

(Z)

- Some of the participants I have talked to shared me their thoughts about the need to involve the main decision makers from the different organizations participating in the workshop. So their advice is to invite the directors of the research Centre and University and also the bureau head of the organizations from the regional level.
- Next workshop should so be designed in a way that main partners need to be identified who will take the different component of the strategy to be implemented by the different key actors in the woreda

OBSERVATIONS OF THE FACILITATORS & OBSERVERS

(E)

- There is a clothing divide between the 2 groups of stakeholders. DM are wearing western clothes, women as well. Farmers are wearing traditional clothes, the Ethiopian shawl, men are wearing short pants, women the traditional dress, tattoos on the face. One man wears a gun.
- Women farmers are not allowed to sleep outside of their houses so on day 1 they leave a bit earlier in the afternoon (4 PM)
- I think there is a form of respect of DM towards Mulugeta since he has a PhD. From the second day on, they call him "Doctor Mulugeta". Even other facilitators started calling him that way.

ANNEX 1. PARTICIPANTS' LIST

NO	Name	Organization	Place of work	Sex
1	Getasew Abebaw	Fogera W/Adm	Fogera	Male
2	Zemenay Gizachew	Diba DA	Diba (Fogera)	Female
3	Ayele Demile	Diba DA	Diba (Fogera)	Male
4	Dessalegn Adugna	Diba Farmer	Diba (Fogera)	Male
5	Debitu Worku	Diba DA	Diba (Fogera)	Female
6	Tilayie Tadlele	Diba DA	Diba (Fogera)	Female
7	Ertiban Atituge	Shina Farmer	Shina (fogera)	Male
8	Birtukan Abate	Kokit DA	Kokit (Fogera)	Female
9	Walelign Birtualem	Kokit DA	Kokit (Fogera)	Male
10	Dejen Birhanu	Shina DA	Shina (fogera)	Male
11	Alelign Kefay	Shina DA	Shina (fogera)	Male
12	Wasihun Baye	Wajj DA	Wajj (Fogera)	Male
13	Tsehay Melak	Kokit DA	Kokit (Fogera)	Female
14	Guday Tarekegn	Fogera W/coop	Fogera	Male
15	Gashaw Alemu	Wajj Farmer	Wajj (Fogera)	Male
16	Abiba Ayele	Kokit Farmer	Kokit (Fogera)	Female
17	Abebe Tasew	Wajj	Wajj (Fogera)	Male
18	Dejen Belete	Wajj	Wajj (Fogera)	Male
19	Mantegbo Belete	Wajj	Wajj (Fogera)	Female
20	Kes Asfaw Kete	Wajj	Wajj (Fogera)	Male
21	Yeshi Melaku	Wajj	Wajj (Fogera)	Female
22	Amsalu Molla	Wajj	Wajj (Fogera)	Male
23	Abay Belete	Wajj	Wajj (Fogera)	Male
24	Teka Belete	Wajj (DA)	Wajj (Fogera)	Female
25	Bezuayehu Yaze	Wajj	Wajj (Fogera)	Male
26	Abebayitu Beza	Diba Farmer	Diba (Fogera)	Female
27	Tesfaye H/Silassie	Fogera Agri. Office	Fogera	Male
28	Chalachew Molla	Fogera Agri. Office	Fogera	Male
29	Shumet Anteneh	Debas	Fogera	Male
30	MaruMogessa	Nebega PA	Fogera	Male
31	WalelignZegeye	Wajji	Fogera	Male
32	Mulken Wondirad	Fogera water office	Fogera	Male
33	Assrat Gashaw	Nebega PA	Fogera	Male
34	Eskedar Mebratu	W/C.Y office	Fogera	Female
35	Zigyalew Wube	Farmer	Fogera	Male
36	Wubanch Fasil	Kokit	Fogera	Female
37	Atalo Zegeye	Farmer	Fogera	Male
38	Abiyot Maru	O EP LA	Fogera	Male
39	Abera Bante	Farmer	Fogera	Male
40	Muche Mekonen	Farmer	Fogera	Male
41	Getachew Molla	Fogera woreda	Fogera	Male
42	Belay Dejene	Foregar woreda	Fogera	Male
43	Alaminew Delelegn	Fogera	Fogera	Male
44	Birhanu Agumas	Adet research	Adet	Male
45	Assem Tesfaw	ORDA	Bahir Dar	Male
46	Yigeremu Alemu	BOEPLAU	Bahir Dar	Male
47	Kebede Yimam	BOEPLAU	Bahir Dar	Male
48	Alemayehu Teshome	BOA	Bahir Dar	Male
49	Dr. Mussie H/Meleket	Bahir Dar Uni.	Bahir Dar	Male
50	Tewdros Bimerew	ARARI	Bahir Dar	Male
51	Abiyot Maru	BOEPLAU	Bahir Dar	Male
52	Keffe Minale	EWLNRA	Fogera	Male

ANNEX 2. M&E PROCESS FOR FOGERA WORKSHOP

Written questionnaires in Amharic given to **Decision-makers**

Questionnaires passed to 8 **farmers** by Gerba, Aberra, Mulugeta and Daba

Video interview done by Apollo with help of Zelalem to 5 people (**2 farmers + 3 Decision-makers**):

- 1 female farmer (who participated in the participatory video)
- 1 male farmer (who participated in the participatory video)
- 1 Development agent (DA) > Teka from Avez Awra Amba
- 1 researcher > Adet from Birhanu
- 1 from the Bureau of agriculture > Tesfaye from Getachu

DAY 1: EX-ANTE

- What do you expect from this workshop?
- What is your understanding of INRM? (knowledge)
- What do you think are the main NRM challenges in your area? (perception)
- How do you think these challenges could be addressed? (solutions)

DAY 3: EX-POST

- Would-you say that the workshop has: not addressed / addressed / exceeded your expectation(s)? Can you explain your answer?
- What new thing(s) did you learn from the workshop? (knowledge/learning)
- Do you feel that you were able to voice your point of view? Do you think it was taken into account by others?
- How do you think this workshop could lead you to modify your relationships with other actors? With what actors and in what ways?
- How do you think this workshop will modify your working practices?
- Do you have any suggestions for the next workshop?
- Are there any other comments you would like to add?

ANNEX 3. "PRACTICES SHEET "

የድረጊቱ ሥም

Name of practice

አስፈላጊ ግብዓቶች

Resources needed

በማን ተግባራዊ ይሆናል

Implemented by whom?

በምን ደረጃ ድረጊቱ ተግባራዊ ሊሆን ይችላል፡

At what scale?

ቡብተሰብ ደረጃ

Household

በመንደር ደረጃ

Village

በቀበሌ ደረጃ

Kebele

በወረዳ ደረጃ

Wereda

በክልል ደረጃ

Regional

በፍደራል ደረጃ

National

መቼ ተግባራዊ ይሆናል?

When?

በከረምት ወቅት

Rainy season

በበጋ ወቅት

Dry season

ልላ

Other

በማንኛውም ጊዜ

Anytime

ከድርጊቱ የምንጠብቀው ውጤት Expected impacts	ለምሳሌ (ለምን) Describe
ስነሕይወታዊና ሕዳጋዊ ነክ Biophysical	
ተቆማዊ ነክ Institutional	
መተዳደሪያችን ላይ Livelihoods	
ሌላ Other	

መቼ ነው የድረጊቱ ውጤት የሚታየው

Expected time of impact

በአጭር ጊዜ

Short term

በመካከለኛ ጊዜ

Mid term

በረጅም ጊዜ

Long term

ANNEX 4 - RESPONSES TO QUESTIONNAIRES AND INTERVIEWS												
	DAY 1					DAY 3						
No	Name of respondant	Q1: what is your expectation from the workshop?	Q2: what level of awrness do you have about Integrated Natural Resource Development?	Q3: what do you think are the main problems of Natural Resource Managemnt? How do you think these problems will be solved?	Suggested solutions	Q1: Did you get what you expected? Less or high?	Q2: What new knowledge did you aquire from this workshop?	Q3: On this workshop did you express your thoughts? If you expressed it do you think it was accepted ?	Q4: To what xtent do you think that the new knowledge you aquired will affect network of working with others?	Q5: To what level do you think this workshop will affect the way you work with others?	Q6: What do you think the next workshop should include or should focus on?	Q7: Do you have any other issue?
1	Dessalegn Adugna	At the end of the WS I will be able to practice controlled grazing and fatten my animals by me feeding them indoors	I don't know much at the moment. I expect to know better from this WS and will teach others	Free grazing, fodder shortage, low productivity of the livestock	Cooperation among communities to implement controlled grazing							
2	Birhanu Agumas	As it was explained in the invitation letter, I expect a good INRM strategy be developed at the end of the WS	INRM considers all the landscape levels and the types of interventions at each level and also role divisions among inhabitats of all landscape levels			I viewed in two forms: (1) work done and the result is not new (2) the methodology you have been used to reach the result is beyong my expectation.	May be I can say participatory problem identficiton as the new knowledge. Regarding finding the solution, the methodology you used was good.	I have expressed my views in the best way. I think my views has got good attention.	As our work is usually with farmers, I believe that using this approach would be beneficial.	Making the delivery of the WS through pictoral ways would further simplify farmers understaning.	The WS focuses more on farmers but would be good to involve the experts so that one can learn from other. The appraoch is good but the three days exercise can possibly be completed in one day. It seems full of repetation which does not value time.	We like to access all the documents we have been discussing on. When shall we get in to the actual implementaion? How long the project duration is? Good if the size of the watershed to be developed is clearly known. Appercciate if the baseline survey information and all the workdone up to date could be availed.
3	No Name	Effective and practical INRM strategy will be developed because farmers who are the ultimate owners of the work are effectively participating in the WS	As I am a land use plan expert, and anything being done on the land passes through the land use plan, I know all the INRM issues	Lack of sense of belongingness and follow up on SWC structures,	Farm based NRM, Participatory land use planning, increase level of awareness with the farmers, foolow up of the structures on farm level, Allocation of enough budget for the experts for intensive folow up and monitoring							
4	Dr. Mussie H. Melekot	Better understanding about available NR in the area, Interaction and complementarity b/n crop and livestock farming, the effect of agriculture on NR	INRM integrates various disciplines like crop, livestock and trees (forests) in one and it requires experts from the various disciplines to come together	Free grazing, mismatch of livestock number and feed availability, improper cultivation practices (ploughing along the slope), not using contour ploughing, shortage of SWC practices, deforestation		As expected	An INRM strategy which involved all relevant stakeholders, all levels of the watershed	Yes, I could explain my views; Some of my points were considered in the discussions, but some were not	The WS was participatory and enhances integration of different disciplines to work together	It greatly changes the way how we work as it is based on watershed and includes all relevant stakeholders	actions to be identified for each landscape level, inputs for each activity to be listed, roles identified, timeframe fixed, additional stakeholders to be included	More stakeholders t be included, especially those from decision making offices, the project objective to explicitly be set out
5	Tewodros Bimerew	Major problems of NRM in the watershade will be identified and prioritized; Solutio options for the problems will be proposed and prioritized, Roles and responsibilities of stakeholders will be clearly set out	INRM means developing a landscape level NRM strategy by incorporating issues related to water, land, crops, livestock and NRM development activiites which are market oriented and sustainable	Reduction of NR, Free grazing, Overgrazing, traditional farming practices, less levl of awareness, lack of improved fodder, shortage of market	Awareness creation, Landscape level NRM hich takes in to account the issue of livestock, crop, other NR							
7	Teka Belete					Above expected	Initially my view of INRM was only about livestock production and free grazing, but now I understood that it includes NRM, Crop and Livestock production	Yes, I explained my points. However, evenif I said free grazing the cross cutting issue, the participants said, the cross cutting issue is land use planning. As to me whatever we do without controlling free grazing, the animals will destroy it if grazed freely. If they are fed in control,, our are will be green, income will increase, the country will be wealthy	The lessons obtained here will help us to bring changes in our social systems, education, health, good governance, etc. if we implement them	It gave us an insight to develop a community bylaw to ensure rule of law and integrate all our resources (labor, money, knowledge) for a common goal and effectively implement the planned activities	Community discussions, convincing he community through discussions, solve problems asap, the extension work should not be left for the xperts alone, admin should also participate in community discussions	Joint discussion with experts and farmers, introduce new technologies and demonstrate
8	Eskedar Mebratu					It is above my expectations b/s it is supported by practical exercises, it is especially useful for farmers for equipping them with adequate knowledge and also for everyone as it is about comprehensive planning before one starts any activity	I used to know the INRM theoretically, but now I have practical knowledge about INRM: integrated planning of watershed development considering all landscape levels. I can now share this knowledge to other stakeholders as well	Yes, I was able to explain my views.One of my comments was that land use planning is a cross cutting issue which helps to increase level of awareness with the comminty and it has been accepted by the participants	Most of the knowledge aquired from the WS is related with the participation of farmers to plan and implement INRM strategies. I will cherish this knowledge and pass it on to farmers and other partners	I understood that mere theoretical teaching about INRM to farmers will not benefit anything unless it is supported by practical demonstration and experience sharing visits	Evaluate the outcomes of this workshop, with notes of the impacts made as a result of the WS, identification of gaps, develop further steps (not repetition of past)	The WS is relevant ot the situation, Participatory, practical, more than theory and it is tangible, the facilitators have adequate knowledge, future events to include more women and youth
9	DA					I gained more than I expected b/s the WS is practical	Knowledge on integrated watershed management by considering all landscape levels, types of interventions for each landscape level, need for exhustive planning before embarking in to any activity	Yes, I was able to share my ideas freely (the WS is unique in facilitating this), I am happy when my ideas are considered, if not I will learn from the ideas of others	I plan to transmit the lesson to the whole Kebele and start practical demonstration with one village within the kebele	Understanding of the local environment and its potential to plan and implement any intervention, Ingredients of planning including inputs (resources)	I suggest the next WS is supported by an experience sharing visit to similar activities on ground	The WS is recreational and lovely. Hope to see the knoledge obtained in these three days are converted to pracitce
10	Office of Agriculture					I obtained what I expected from the WS. We were able to identify practical activities to be done on the ground, expected problems and possible solution options	I acquired knoledge on project development, what, when, how things to be done and what problems and solutions, etc. Necessary inputs of planning	Yes, I could explain the respective activities to be done at the different landscape levels	The community, which the target beneficiary of the intervention needs to be involved from the very beginning when we thin of any intervention. This I learned from the WS.	I learned about: Problem identification, problem analysis, propose solutions, prioritize solutions, how to implement planned activities	Implementation plan of the actions listed around the identified problems, indepth analysis of each activity, explore experiences around each activity	Proper watershade based planning by including more participants from all landscape levels
11	Office of Agriculture					I didn't obtain what I expected. My expectation was that the project has its own objective which is based on physical activities on the ground, but I see is that it research based.	I learned from WS that there is a need to understand the environment prior to any intervention	I tried to share my views and they were considered	Enhanced communication with the community. Cross learning of various experiences and lessons	I hope it will create some change in the way how I do my activities	Gaps of this WS to be identified, indepth training which leads to implementation of planned activities	Though it is a research project, I suggest that some action research on ground to be done

12	Getachew Molla	In order to solve the problem of fodder shortage I expect awarness created among the participants and concerning the watershed development an integrated approach that addresses agricultural development, infrastructure development and social development will be covered by this workshop that will contribute to knowledge	I am aware that an integrated natural resource planning approach that includes the interest of the upstream and down stream communities will contribute to sustainable development but if a single approach that egnores the integration without coordination of different intervention of natural resource will not bring sustainable development	The main problems are expantion of free grazing, deforestation, soil erosion, extensive farming, lack of awarness among the communities and the possible solutions to the above problems are cut and carry system, use of improved stove that minimizes the use of fuel wood, planning and implementation of an integrated approach for soil and water conservation activities, capacity building activities that aims to increase awarness of the communities, identfy model works and provide technical trainings for other farmers and strengthening the implementation of integrated works		I was comfortable with the practice oriented training. I also realized that future planning should be participatory.	I have learned the process of planning form problem identification up to suggesting solution. I have also learned ecology/landscape based technology selection.	Yes, from what I raised over 85% of my views has got acceptance.	Resident in the lower watershed have great interest and awareness to support the upper ones but it needs great effort to make this happen.	The workshop clearly reveals the necessary practices to be done before the planning exercise. Practical points to be pursed was clearly stated. Hence, i can say I have got knowledge on this.	on the next WS based on this benchmark exercise, I would appreciate if it focus on our short term palans and th way how we can practically implement on the ground would be addressed.	if the number of participant increase, it seems that the scope of understanding the approaches can be broaden.
13	Wubanch Fasil	enhance collective action to control free grazing, options for landless youth in farm activities will be pointed out and equitable and strategic land use across the land scape could be developed,	livestock feed, cropping pattern, integrated effort to tackle these issues, gender equity needs to be ensured and balanced resource share among men and women	the problems are lack of awarness of soil and water conservation, community agreement is lacking and the solutions are community discussion and admin legal enforcement of agreed terms, sustainable M&E supplies, supply of planting materials		the issue of youth and women was raised, landless famers issues also should be given a high priority was issues that I didn't expect and this mets my expectation more than I thought	If all the farmers in the landscape are working jointly the NRM will be improved; about land use and land managemnt; sharing of knowledge and experiences with other farmers and experts; giving equal opportunity and equal participation of farmers and experts	I raised n issue of youth and women and it was not that much accepted and given high priority which for me is a high priority	I learnt that what I have gained from this workshop whould be shared to others; I will also learn from all farmers; childrens; youth; women and men from all.	I will be engaged in small gardening; I will work through a discussion with other farmers to learn and share; I am thinking I should keep learning from others	it should focus on agriculture and livelihood choices; on working together /cooperation among different stakeholders; income diversification	follow up of any intervention for its sustainability
14	Mantegbo Belete	increase level of awarness about Natural Resource Management, community collective action could be enhanced	Involvement of all household members to participate in Integrated NRMlike livestock feedings, labor divisions, cropping pattern	the problems are lack of community discussion, shortage of water, problem of resource governance, lack of crop diversification and the solution are equal participations of men and women in all process, show benefits of INRMto the youth and other people		I have gained more than I expected	importance of soil conservation; importance of livestock feed; importance of INRM; income generation activities for women like appiculture; equal opportunity for women to participate in discussions and planning	I was able to speak my isses but worried of all implemented	I have now better understanding of collective actions. In the past, because I was not exposed to such forum, I was less consideration of collective action and improved technologies. This is my first exposure to such forum	Improved stove; timeley planning and horticulture at backyard; efficient use of irrigation water; discuss with others about use of water	better land use system; livestock feeding system; fattening (training)	equipments for honey harvesting; water harvesting and electric power are very important
15	Muche Mekonen	awarness around planting of trees and protect soil erosion, address issues of water shortage	I am aware that improved livestock breed will minimize free grazing practices, and natural forests should be protected	problems related to flood, shortage of grazing lands, problem of improved seed and the solutions are improved fodder development, in cooperation with DAs strengthen development		I gained what I expected	Destocking livestock and developing fodder to maximize income; crop rotation and timely planting to improve crop productivity; improved livestock breeds; presenting issues to higher lvl is an opportunity	I have expressed my thoughts	knowledge about importance of soil fertility (compost); I will make compost; I will be model farmer to others; I will advocate participatory planning to other farmers		indebth technical teraining on fodder development; continued watershade planning and implementation;	pesticides application need to consider bee keeping; harmless chemicals need to be identified
16	Aberra Bante	learning and training around INRM, about livestock and crop management, about the soil and water conservation structures importance at the upper land catchement and its impacts on the down land catchement, about improved fodder managemnt	managing our natural resources will help us to improve our livelihood and sustain it	the problem around NRM is that lack of sustainability of works done around NRM, free grazing is the other NRM problem, and the problems can be solved through trainings around the best practices and demonstrating it for the others		more than my expectation	I learnt about INRM; how works in upper catchment affects lower catchment;	yes, and my ideas were also accepted by my group	yes, it will affect how I will interact and communicate with people	It helped me learn how discussion with multiple actor is good to ensure INRM, particularly within a watershed context;	such multi-actor forum is really essential and need to be established as a norm	
17	Abay Belete	strengthening relationship among farmers and other stakeholders, better ways of conflict resolution, complementing and strengthening bthe current ongoing INRM ativities, improved livestock feeding knowledge	INRM means to consider forests, soils, crops, and livestock managemnt; dealing with assets which exist naturally and better ways of managing these resources	Problems: lack of awarness; deforstation; short-sightedness; land shortage; free grazing; community disagreement as compined effort; less acceptance of the comm of new techs		My expectation met more than I thought because I learned the following: if NRM should be done it shoud be integrated; I have identified actions that require intensive knowledge, labour and money; issues at the upper, mid and lower level of the landscape have been identified and solutions have been agreed	Now I have gained new knowledge on the plans that should be done in a short, mid and long term and its implementation procedures and my role in it	I have freely expressed my thoughts and my idea was also accepted	When I will be back to my village I will share about the issues I have learnt on the workshop and together with my village farmers we will implement it in our landscape	This will improve the way I was working before and in the future it will be an input to take the communities and my self to the best way of planning and implementing our NR activities	The next workshop should focus on the same issue of our NRM and bust should more focus on improving the skills of participants; from the three landscape represenentation the next workshop should also focus on how to benefit the upland farmers; should also focus on improving the cooperation among the upland; midland and wetalnd farmers; about the solar electricity for doemstic use; free grazing issue to improve the soil fertility should be the focus	establishing youth and women and engaging them to work on new technologies and improve their income
18	Office of Agriculture					On the workshop the way it was presented and the tools that was used were all simple and clear for all. So, I get more than I expected on the frirst day	I have learnt the way the watershed problem identification should be done and solving processes; planning NRM activities that integrates the idea of farmers and experts	I have expressed my idea and thoughts on this workshop and it was accepted	I know this workshop help me how to work with different groups including farmers and other experts and I will do my work with them in the future in a different and improved way than I am working currently	I am working on the same issue on my job which the workshop is focussing on so making famers to get high level knowledge and actively participate in all the processes of NRM activities is the knowledge I gained from this workshop. These will improve the way i will work with farmers	the next workshop should focus on: since the workshop developed the strategy then next it should focus on how to improve or amend the strategy when we face new issues that we didn't thought on the first workshop; monitoring and evaluation tools	after the strategy fully developed the implementation should start as soon as possible to see the fruits of the works done
19	Yigeremu Alemu					I get more than I expected because: this workshop participated all representatives of the different stakeholders; farmers' strategy and experts strategy and also a joint strategy of both have been deeply seen; and the workshop used simple and clear tools	I have gained enough knowledge on how to develop a joint INRM planning that includes a procedure of identifying problems together with all stakeholders and putting possible solutions all incorporated in the strategy developed together	I have raised an issue of participatory land use planning for developing a landscape which incorporates the use of land for different purposes and this require a participation of all and this idea was taken on the workshop	I have an experience of a workshop which includes all the stakeholders but for me the new thing is that all the participants were equally and actively participated and the composition of the participants is also good and this gives me an input for my work on land use planning	This workshop contributed to my knowledge and experience in a productive way which I will use it for my future owrks: I will use this experience and share it for similar workshops that focus on land use problems	I suggest the next workshop should be held with in a short period of time because the participants should actively involved before they engaged in other activities and on the top of that the strategy developed on this workshop should be implemented soon on time	On the next workshop the main key decision makers should participate

20	Dejen Belete	I envisage that I will get adequate knowledge on cattle fattening especially through stall feeding of animals in addition to the indigenous knowledg I already have. In addition, I shall also expect good knowledge of managing land very well than merely continue cultivating large size of land.	I have the following experience: Like the necessary of collective action to conserve land and other natural resources; the use of controlled grazing to enhance the rehabilitation of degraded land; controlling open grazing on the communal land and fostering cut and carry system would also relief the degraded land and by so doing it is possible to conserve the natural resources.	The main problems of NRM are tree cutting and production of charcoal, illegal cultivation of communal land, free grazing and its effect on physical SWC and plowing along the contour etc. He suggested the following solutions:- Tether and feed animals; Protect the forest from illegal cuttersp; develop bylaws governing the users; contour plowing of the farmland and reducing the number of local breeds and replace by the exotic blood.		I have got more than I expect like new practices. As I am residing in the upper stream, I found relevant practices for that specific agro ecology/the land scape. In addition, I learned the necessity of cooperating with midland resident for joint action on SWC.	I learned the possibility to manage the watershed by acting in coalition. I have acquired knowledg regarding exclusion of free grazing, highland fruit and stall feeding of animals.	Yes I articulated well. I suggested the necessity of job creation to the landless Youth by indicating the availability of land close to the fringe of remnant forest which is ideal for apiculture.	The new knowledge helps to some extent. Particularly, I can use it to convince neighbour farmers to stop free grazing. I shall coordinate fellow farmers to learn stall feeding of their animals. I myself will use in the best way the knowledge I obtained by capitalizing on what I already have.	-It helps me to accomplish long term activities in medium terms - It helps me to increase my skill	It is good if it can involves more farmers as large number of participant would help is further dissemination of knowledges. J3During discussion interruption would bring spread of idea, therefore, It is good to avoid.	The training workshop is mainly focussed on those residents very close to The main road. therefore, It is good to involve farmers from The corner of The kebele. Lack of outreaching The information could create gaps like in IP delineation of communal grazing land resistance emerged from those who had less exposure/information.
21	Ababayitu Beza (F)	I hope I will learn how to tether and feed animals. In addition, evenif I don't have water pump, I shall learn how to develop onion by digging well for irrigation. In general, by becoming innovative I would say I am going to acquire skills helpful for rice, vegetable and livestock production.	I have the knowledge of making bund, conserving soil and water not to go away from my parcel. I have the experience of managing land in that way. I have also obtained knowledge of compost making for soil fertility restoration both in group and individual bases from different institutions.	During the dry season the depth of ground water (the dug well) is increasing. Thus water shortage is one of the major problem. Land shortage is another problem that subject to feed shortage and increasing pressure (negative impact) on land. The potential and imminent solutions are accessing water pump for the dry eason; storing crop residue, feeding animals by tethering and purchase the feed during the season of shortage are the alternative options.		It is beyond my expectation. It helps to improve the work done. It also helps me to get experts and do the work effciently.	Through palying the game (the WAT A GAME) I acquired knowledges related to water conservation, importance of fodder development, how to plan and the contribution of bund making to increase productivity. Besides, learned the importance of reducing the flock number and managing /feeding them well. By so doing, it would be possible to send my children to school with out any trepidation.	Yes, I have reflected my views and strongly believed it has got attention among others.	Using the lesson I obtained, I shall share with my neighbors and help in unifying them for better knowledge and productivity .	The lesson I obtained would certainly play role in improving my future life.	It would be good if resourceful persons/experts could participate in that way we could market/obtain good knowldege from joint discussion and cross fertilization.	For The future I like if inputs are supplied and we convert The lesson obtained in to reality.
22	Ayele Demile	As I am livestock expert, I can say the management is livestock in the woreda is at zero level. Hereafter I expect we should give recognition to the farmers and I believe this initiative will become a reality. I hope emphasis would be given for natural resource, crop and vegetable production. -I also anticipate I can draw lesson that I shall be using to achieve my responsibility.	I know efforts are already there in reducing the effect of erosion and flooding in our area. - I also know the efficient utilization of water could benefit for irrigation and fish production -I also know the benefit that can be obtained by forest protection, etc.	The major problems are deforestation, soil erosion and lack of feed for animals. Problems are solved by forest protection, reserving grazing land, bund construction and planting seedlings.								
23	Belay Dejene	I will expect additional knowledge on how to manage the natural resource in an integrated manner so that the community would be the beneficiary out of it.	I know the importance of integrating various activity to safeguard/conserv the natural resources (including integration of crop-livestock system).	Lack of awareness, failure to realize lessons acquired through training-workshops and the prevailing free grazing systems are the major problem.								
24	Wasihun Baye	In a better way than the existing participatory soil and water conservation, the lesson we will obtain would help us improving our implementation capacity. -I hope I will have better understanding than before -it would also capacitate us to implement well what we are planning	INRD means is about integrating all practices related to the target development. Eg. Working various SWC; improving soil fertility; increase forest coverage, protecting the remnant/existing forest and plantation of indigenous tree species every other year; use differnt land for relevant activity based on the l and use plan, and side by side it is important to consult the community and develop their capacity.	problems: (1) lack of awareness (2) Educated farmers become selfish and clear forest (3)Failure to use alternatives and (4) Instead of stopping become cooperative with vandal farmers clearing forest. Solution: (1) In different ways and appraoches creat awareness and and improve the benefit (2) Apart from daily benefit to envisage the double fold of the consequence of misuse and use solutions like (a) stop free grazing (b) focus on fodder development (c) balancing livestock number with carrying capacity (d)five fold replacement planting for cut tree (3) To use alternate energy source like biogas and solar based on farmers capacity (4)Empower the power and implementation of the "Civil code" to those who encorach/clear forest (5) Everyone supposed to develop sense of ownership to ensure sustainability.								

25	Anonymous DA (From Dibas Fatra kebele)					What I acquired above my expectation is the lesson about the livestock. There is low level of understanding about livestock in the woreda. I hope we shall give focus and will work on it as of today. On the other hand, even if there is no new things inside the exercise/workshop, it is multidisciplinary by nature therefore it would be good if practically implemented.	I got new knowledge about the WAT A GAME or the watershed development planning approach.	Yes I expressed my view and has been accepted.	Yes, it positively affects working with others. In the first place, the workshop engages farmers and experts together. This occasion would give the opportunity to stimulate the adoption of practices if the participant DAs are going back and demonstrate the practices for the rest of the farmers.	The training workshop create opportunity for me to easily address the technical issues with the farmers.	Next time you need to come with new and inspiring things so that it can easily get attention and have an impact on farmers attitude. Any question and answer (solution) should itch farmers problem.	S/he appreciate the norms of the NBDC (Afromasion) team. "Your behaviour is inspiring", said.
26	Birtukan Abate	to learn better INRM techniques and technologies; a better training on INRM than we used to get in the past; better approach to solve the existing NRM problem,	efficient use of water, integrating NRM, crop and livestock production in a watershed, family planning, in general integrating various social, economic and physical processes in watershed	absence of land use plan, land property right, lack of awareness and skill by women, topography of the land, illiteracy, unregulated water use, poor training aid, free grazing, deforestation, population pressure, budget limitation		The training focused on multidisciplinary. Even though, it is not up to our expectation, I have got much knowledge from the platform. The training preparation and delivery with local language and materials helped the farmers and experts recognize the essence of the workshop very well. This puts the workshop above our expectation.	I learned the followings: - every discipline requires knowledge, money & labor based up on the nature of the activity. -Every work should be guided by plan and program; -integrated soil and water conservation is the basic tool for erosion control -The training techniques of including appropriate materials has helped efficient transfer of knowledge -Necessity of proper time allocation for each work done and avoid wasting time on unnecessary activity. -before we start to work, it is important to conduct plan targeting natural resource, financial, material and knowledge. These all knowledge would hopefully motivate me for my future work.	Yes. Especially during the group work my idea has got attention.	I hope I shall deliver training better than the in the conventional system and would bring change in that direction. - by practically helping the farmers I would make the technology adoption much better than before. - engaging farmers on the training-workshop have an added value in motivating farmers as well. - Based up on the workshop I would say it motivates 40% of the farmers for work.	You used better practices/approaches supported by experts using various new inputs. It is part of the effort to enhance the transition from traditional to modern practices. The WS has improved our understanding and hope we shall implement it or else we can at least bring 80% in attitude change.	If the WS is supported by field visit, more skill can be fostered. Suggested if the WS is also supported by screening (TV) in addition to the pictorial representation. He also suggested, if the WS is also supported by Drama/show. By avoiding repetition of similar exercise focussing on what we practically do next on the ground is useful. short and precise ways of presentation could match with short term training-workshop.	In general, I can say the training offered was participatory in which gaps of skills were bridged. The trainers transparency and democratic ways of acting to questions raised consistently has delighted me.
26	Bezuayehu Yaze	1.Better way of doing INRM compared to the current SWC activity; 2. Better awareness about INRM; 3. Better awareness of INRM planning	It is about integrating the three sectors: NRM, crop production and livestock production in a watershed	topography of the land; participation of women is poor; awareness of farmers								
26	Zemenay Gizachew	better understanding, development and practice of truly INRM; delivery of the training to be different from what we used to (use of training aids, approach, etc); per-diem payment is expected to be different as well; the bringing together of multi-actors seems to make the workshop different;	mixing different natural resources development and utilization activities together, example developing fodder on soil-water conservation structure; restoring natural resources of an area	1. Lack of maintenance and protection of NRM works done (e.g. soil-water conservation structures, forest development); 2. lack of proper integrated approach; 3. lack of biological measures and focus on engineering structures; 4. lack of land use plan and its proper implementation; 5. lack of proper participatory processes		more than my expectation; it was very participatory	about INRM; I learnt how to engage farmers in INRM planning process; how to develop strategies for different parts of a watershed	yes I expressed my views; and my views received acceptance by the group	it helped me to learn how to interact with farmers and will apply the same in the future	yes it will change my future practice significantly; because the workshop enlightened us how we can train farmers effectively and practically. We used to talk more theory in the past, but this training showed us how to use different systems to effectively train farmers about INRM	this is good approach and I suggest to employ the same technique	involve more people from more kebeles
26	Alaminew Delelegn	new knowledge; better understanding about INRM such as fodder production and use, forest development, better livestock husbandry, impact of free grazing	planting two trees instead of one tree cut, intercropping	floodings; deforestation and forest degradation; climate change								
26	unnamed	understanding and knowledge about community centred, participatory integrated and cross sectoral watershed development plan preparation	As a long year expert in watershed management, I have rich experience and understanding about INRM	plans are not community centred (nonparticipatory); awareness of farmers is low; problem of land tenure arrangement; lack of skilled experts								
26	From Office of Agri					The workshop was more than my expectation. I learnt how to integrate different aspects of NRM to ensure INRM at a landscape scale	New knowledge about livestock and NRM integrated development	yes	Participating with farmers side by side with expert was 100% essential and it created a good atmosphere for interactive learning as well as to observe different perspectives	yes (100%) the lesson from the workshop will change my way of doing things in the future.	more practical oriented; going to the field and seeing in practice how to apply the lesson	if possible make the training continuous, not one time event
26	Asem Tesfaw					was what I was longing for and wishing	participatory planning; practical way of holding workshops and training in which farmer communities involved	yes, I did and my group found my ideas as useful	I will replicate the same procedure for my future works with farmers; will give high place to the ideas of farmers; will work closely with farmers as true partners in INRM;	with great enthusiasm; until now we (I) used to overlook participating farmers that have rich experience and knows what to do and why to do and because of this we have been not successful to the level expected	same way as the current one; synthesize the workshop result in a video clip form;	I learnt good facilitation strategy from Dr. Mulugeta and others
26	Keffe Minale					was more than my expectation. It was truly participatory	the training aid used was very interesting. It helped us to see how upper and lower catchment parts interact through natural resources flow and how intervention should be designed taking into consideration the resource flow	yes	to strengthen participatory processes of addressing NRM	yes, I will apply for instance the multi-stakeholder engagement process of developing INRM	workshop program should be provided from the beginning	

ANNEX 5 - DECISION MAKERS' PRACTICES LIST

No	Name of the Action	Resources needed	Who will implement ?	At what level/scale?						When it will be implemented?				What is expected impact of the action?				When will be the impact of the action observed?
				Family	Village	Kebele	Woreda	Regional	Federal	Rainy Season	Dry Season	Anytime	Other	Bio-physical	Institutional	Livelihood	Other	
1	Micro trench	Development tools and layout kits, skills, seed and seedings.	Farmer with the assistant of kebele and woreda experts.		X	X								It improves water infiltration and become the source of feed.		Improve productivity.		Short term.
2	Cut-off drain	Knowledge/skills, tools including the layout and labor.	Farmers and experts/DAs both from kebele and Worea.	X	X						X			It protect farms, resident, roads, pasture and gullys from effect of erosion.		It improves crop productivity and rescue wealth and property from damage.		Short term.
3	Grass strips (contour)	Improved grass, finance, labor and farm tools.	By farmers and DAs	X						X				Reduce soil degradation and then improve soil fertility. Improve production, productivity and source of fodder.		Improve income and enables to access improved fodders.		Short term.
4	Forest conservation, protection and monitoring	Finance, guards, expert, & forest related tools.	Beneficiary community and Woreda Office of Agriculture.		X	X						X		It makes the environment ideal for living and also conserve the biodiversity.		The outcome would be useful for fuel, construction, bee keeping, feed and serve as home for wildlife.	It improves soil fertility, water infiltration capacity, and productivity of the soil.	Medium term.
5	Treadle pump	Financial source, maintenance skills, water source and labor.	Woreda office of Agriculture and NGOs.	X							X					Increase income and create jobs throughout the year.		Short term.
6	Institutional capacity building	Finance,knowledge,GPS, computer + accessories, farm/development tools.	NGOs				X					X				Capable and competent and productive Office.		Medium term.
7	Integrated pest and disease management	Financial resource, knowledge, spraying tools and resistant crop varieties.	Woreda and kebele DAs (extension experts)	X						X	X			It conserve the biodiversity and agro ecology.		It increase production, health and honey production.	Reduce environmental pollution.	Short term.
8	Soil bund	Labor, farm and layout tools, budget/finance, and training.	Kebele leaders and community, DAs and Woreda experts.	X	X	X					X			Improves soil fertility, water percolation and reduce soil degradation.		Insure food self sufficiency.	It protect soil erosion and reduce siltation of rivers and lake.	Short term.
9	Introduction of fuel saving technology	Financial rsource, knowledge and material inputs.	SkilledRural Energy Office Personnel.	X								X		It reduce the impact on forest through reduction of fuel wood consumption and improve the health of women.		Reduce expense.	It saves time and energy and positively contribute to the climate change.	Short term.
10	Area enclosure	Budget for capacity building and purchase of planting materials (seeds/seedlings)	With community, Woreda, NGOs, local administration and experts.		X	X						X		It reduce degradation, boost the biodiversity and livestock feeds.		Increase income and livestock productivity.	It maintain the ecological balance, reduce labor demand and improve the chance to send children to school.	Short term.
11	Use of improved seeds (crop)	seeds	woreda office of Agriculture	X								X				X		short term

12	Strengthening associations	training, training materials/facilities	Woreda office of cooperative			X						X			X			short term
13	Hand dug wells	k,	woreda office of Agriculture	X								X			X			short term
14	over sowing fodder crops on communal grazing land	seeds, fertilzier, compost	woreda office of Agriculture	X	X					X				X				short term
15	Nitrogen fixing plant use	seeds of pulses	woreda office of Agriculture	X								X		X				short term
16	Dairy milk processing plant	shade, machine	woreda office of Agriculture			X				X						X		short term
22	Dairy farm	improved croos breeds; cross breeding technology and trained man power; improved fodder development; milk processing machines; livestock health care;	farmers, government, research centre	X		X						X				For market, for food		within midum period of time
17	Crop residue management for feed (urea treatment)	residue, urea, planstic sheet, water	woreda office of Agriculture	X							X					X		short term
18	Crop residue management for feed (chopper)	residue, chopper machine	woreda office of Agriculture	X							X					X		
19	biogas	building materials, livestock	project	X								X					X	short term
20	Tomato preservation technology	wood, cement blocks, grass, cement, sand, metal,	OoA - Irrigation unit	X							X					improve marketability of tomato		Short term
21	Tomato processing plant	cement blocks, cement, sand, iron, iron sheets,	woreda microenterprises office				X				X					for better marketing of tomatoes, to divesify the uses of tomatoes		Mid term
22	Onion preservation technology	wood, cement blocks, grass, cement, sand, metal,	OoA	X						X	X					for better marketing of onions		Short term
23	Backyard fodder development	forage seeds, water, polythene tubes	OoA - Livestock unit	X						X		X		feed for livestock, improved soil fertility				Short term
24	Biological measures on physical SWC structures	fodder seeds/seedlings, MPTs, grass seeds	DAs	X						X				stabilizing he existing SWC structures				Short term
25	Modern use of fertilizers / Use of fertilizer according to recommended rate	fertilizers, seeds, research based knowledge	OoA	X						X	X					Improved productivity		Short term
23	Improved chicken farming / poultry	Improved breeds, feeds, helth care,house, watering and feeding materials, hay box,	farmers, government sector offices, NGOs, and research centres	X								X				for Income and food		with in short period of time
24	Management of grazing lands / Fodder production on private grazing lands	grasses and tree fodder species, seedlings, fertilizer,	farmers, government, and research centres		X	X						X		Improve soil fertility; environment		solve fodder problems		with in short period of time

ANNEX 6 - FARMERS' PRACTICES LIST

No	Name of the Practice	Resources needed	Who will implement ?	At what level/scale?						When it will be implemented?				What is expected impact of the action?				When will be the impact of the action observed?
				Family	Village	Kebele	Woreda	Regional	Federal	Rainy Season	Dry Season	Anytime	Other	Bio-physical	Institutional	Livelihood	other	
1	Soil bund	Spade, digger, leveler, Vetiver grass and other plants	Community, Experts, NGOs, GO			X	X					X		Increased soil fertility, reduced erosion				Mid term
2	Stone bund	Expert for layout, linelevel, strings, spade/fork, stone and hammer/metal stuff.	Farmers/the community and experts/DAs			X					X			Protect soil erosion.				Short term
3	soil and water conservation structure (bund)	stone, soil, labour, by law,	all farmers by 1-5 approach	X	X	X						X				solve fodder problems; increase productivity and increase income,		with in short period of time
4	Biogas	Stone, sand, cement, metal, expert, transport, money, labor, manure, water, bulb, tubes, screws	Government subsidy in collaboration with NGOs, Private sector and the community	X	X	X	X	X	X		X					Saving costs, labor, light and energy for families	Reduce pollution	Mid term
5	Solar energy	bulb, solar pad, electric wire, nails, wooden poles	Government subsidy in collaboration with NGOs, Private sector and the community	X								X		reduce deforestation		save money, fuel cost, increase income,	Reduce pollution	Short term
6	Monitoring SWC structures	Spade, digger, leveler, stone, soil, labor	Organized community, expert, admin and other stakeholders	X	X	X	X	X	X			X		increased soil fertility, sustainability of the activities				Mid and long erm
7	Crop rotation	Oxen, labor, seed, fertilizer	Community, expert,	X								X		Increase soil fertility,		Improved livelihoods at family level		Mid term
8	Subsidy	necessary inputs for training, institutional strengthening	Government and NGOs			X	X					X			strong institutions and adequate input supply			Mid term
9	Credit services	The service is required to create job opportunities to women and youth	GO and NGO			X	X					X				Women and Youth will have jobs and this will contribute to the country's development		Short term
10	1 to 5 farmers' organization	training, skill, commnity gatherings, identify model farmers, form worker groups, etc.	Commuinty, Gos and NGOs		X	X	X								Commuinty efforts will be sustainably used, community afforestation will be practical and useful			Short and mid term
11	Micro dam construction	cement, metal, stone, skill, labor,	Community, woreda office, NGOs		X						X			Saves water, reduce impact of erosion on downstream		Increase incom	improve ecosystem	Short term
12	Road construction	gravel stone, iron, excavator, spade, cement, sand	Rural road authority				X				X					creates good market conditions, saves time,	Enhances development	Short term
13	Capacity building activities	trainers, trainees, stationeries	OoA				X					X			to produce skilled man power, fill gaps of capacity			Short term

14	Development of improved fodder varieties	Site selection and field preparation; improved varieties seed, water and fencing materials	Beneficiary farmer and household member and experts.		X							X		Environmenal beautification.		It improves livestock growth and quality. Solve feed shortage problem.		Medium term
15	use of Improved breeds (cattle)	Finance, labor, house, various feeds, health care and vaccination.	By farmers, and the supply from government.	X								X		Reduce size of grazing land and livestock population then improve productivity.		Improves meat and milk product and its quality. -improves the livelihood of the beneficiary.		Medium term
16	Controlled grazing/avoid free grazing	Community discussion, bylaws and labor.	The beneficiary (farmer) and experts.		X							X		Enables to breed quality animals	It improves community discussion, and creat the opportunity to send children to school.	It saves labor, and helps to easily access feed.		Short to medium term
17	Compost making	Labor, biomass and other inputs like manure, water, ash, and heat measuring tool.	The beneficiary farmers/HH with the support of expert.	X						X	X			Improves soil fertility.				Short term
18	Roof water harvesting	A house with coligated iron sheet; construction material; harvesting material	by farmers and governments	X	X	X						X				For potable water supply and livestock watering		with in short period of time
19	Hand dug well	materials; construction materials; knowledgable human power	by farmers and governments	X	X						X					for improved water supply and irrigation		with in short period of time
20	Use of concentrated feed / Fattening	Improved fodder; concentrated feeds; livestock health care; credit service; hey	farmers, government, credit association	X							X					for market and income; for shoats for meet for the family		with in short period of time
21	Improved bee keeping	Improved beehive; bee; materials;	farmers, government, research centre	X								X				For market, for food		with in short period of time
22	Fishing	water pond; fishing materials; fish; boat;	farmers, government, research centre	X		X						X				for market ; for food		with in short period of time
23	Improved stove	labour, crop residue, soil, water, stone	by trained women; government;	X								X				save woods, save labour, health benefits		
24	Keeping productive livestock /minimize the number of livestock to manageable and productive one = destocking of livestock	labour, improved breed, good market condition, improved fodder,	by farmers, government and research centre	X								X				save labour, rehabilitate the land, increase income.		with in middle period of time
25	Motor pump for irrigation	Motor, fuel, labour,	by farmers, and governments	X	X							X				income, diversify production and for food,		with in short period of time
26	Improved domestic water supply	labour, water source, money, constrcution material and trained human capital	households and water supply office		X	X	X					X				health, save labour of childrens and women,		with in short period of time
27	Water harvesting for irrigation (pond)	labour, money to buy materials, land,	farmers and government	X	X					X						saving of labour and increase income		with in short period of time

ANNEX 7 - DECISION MAKERS' STRATEGY													
Zone	Short term	Maize (Knowledge)	Beans (labour)	Pebbles (money)	Medium term	Maize (Knowledge)	Beans (labour)	Pebbles (money)	Long term	Maize (Knowledge)	Beans (labour)	Pebbles (money)	
Highland	cut-off drains	2	3	1	Roof water harvesting	3	3	3					
	under sowing	2	0	1	small scale creame separator	3	1	3					
	Forest conservation, protection and monitoring	1	1	1	Apple fruit orchards	1	1	3					
	Solar energy	3	1	3	IGA (weavery, pottery, wood work etc)	3	1	3					
	Biological measures on physical SWC structures	1	3	1	Biogas	3	3	3					
	Area enclosures	0	1	0	Afforestation Reforestation	2	3	3					
	Backyard fodder development	1	1	1									
	Hillside terraces	2	3	1									
	Contour trench	1	3	1									
	Dairy development	2	2	3									
	Veterinary services	1	1	1									
	Crop residue management for feed (urea treatment, chopper)	2	1	1									
	Artificial insemination services	0	0	1									
	Bee keeping	2	1	2									
	Use of improved seeds	2	0	3									
	Soil bunds	1	3	1									
	Beef fattening	1	2	3									
	Organic farming	2	3	0									
	improved stoves	1	1	1									
	Integrated pest and disease management	2	3	2									
		Poultry	2	1	2								
		legume crop rotation	1	1	2								
		farm terrace	1	3	1								
		Control of free grazing	1	1	0								
		Use of fertilizer according to recommended rate	2	2	3								
Midland	Use of improved seeds	2	2	3	Small scale creamer	3	3	3					
	Beef fattening	2	2	3	pond fishing	3	2	3					
	Forest conservation, protection and monitoring	0	0	0	Afforestation/Reforestation	1	3	2					
	control grazing	1	1	1									
	Dairy development	2	2	2	Vegetable (onion and tomato) packing (processing) plant	3	3	3					
	Artificial insemination services	1	0	1	Small / micro and medium scale dams	3	3	3					
	cut-off drains	2	3	1	Dairy milk processing	3	3	3					
	Biological measures on physical SWC structures	2	3	1	Biogas	3	3	3					
	Integrated pest and disease management	3	2	2	IGA (pottery, weavery, etc)	3	3	3					
	Over sowing (fodder plants)	1	1	1	Onion post harvest storage facilities	3	2	3					
	Area enclosures	0	0	0	Small scale dam ??	3	3	3					
	farm terrace	2	3	1	?? (facility)	2	2	3					
	Onion post harvesting practice (storage)	3	2	3									
	Fuel saving stove	1	1	1									
	River diversions	3	3	3									
	Crop residue management for feed (urea treatment, chopper)	1	1	1									
	Small scale irrigation	3	3	3									
	contour tillag	1	3	1									
	horticultural crop expansion (onion, tomato, etc)	3	3	3									
	Solar energy	3	1	3									
	Backyard fodder development	1	1	1									
	Treadle pump	1	1	2									

Zone	Short term	Maize (Knowledge)	Beans (labour)	Pebbles (money)	Medium term	Maize (Knowledge)	Beans (labour)	Pebbles (money)	Long term	Maize (Knowledge)	Beans (labour)	Pebbles (money)
Midland	Crop rotation with legumes	1	1	1								
	Grass strips (contour)	1	1	1								
	Fodder production on private grazing lands	1	1	1								
	Veterinary services	0	0	1								
	Use of fertilizer according to recommended rate	2	2	3								
	Organic farming	1	3	0								
	Bee keeping	2	1	3								
	Poultry	1	1	1								
	Hand dug wells	2	3	3								
	Small scale / micro dams	3	3	3								
	River diversions	3	3	3								
Lowland	under sowing	1	0	1								
	Use improved seeds	3	2	3								
	Treadle pump	1	1	3	Dairy milk processing	2	1	3				
	Integrated pest and disease management	2	2	1	Biogas	3	3	3				
	improved stoves	1	1	1	1 missing, we cannot see it on the picture	3	1	3				
	Poultry	2	2	3								
	Hand dug wells	3	3	3								
	Solar energy	3	1	3								
	Fertilizer use according to recommended rate	2	2	3								
	Fodder development (under sowing, backyard, etc.)	1	1	1								
	Dairy development	2	2	3								
	Beef fattening	2	2	3								
	Crop rotation with legumes	1	1	1								
	Expanding vegetable growing	3	3	3								
	Veterinary services	1	3	3								
	Controlling free grazing	1	1	0								
	Onion post harvest practices (storage)	2	3	3								
	Organic farming	2	3	1								
	Crop residue management for feed (urea treatment, chopper)	1	1	1								
	legume crop rotation	1	1	1								
	Fuel saving stove	1	1	1								
	Small scale ??	2	2	2								
Cross cutting	Participatory watershed land use plan preparation	3	3	3	enforcing laws and regulations	2	3	2	Improving service sectors: schools, health services, etc	3	3	3
	Farmers' awareness raising on INRM	3	3	3	Market access improvement for farmers	3	3	3				
	(Agricultural) Product certification	3	3	3	Road construction	3	3	3				
	Making participatory planning and implementation a culture	3	3	3	Strengthening role of FTC	3	3	3				
	credit services	2	2	3	Wetland management	3	3	3				
	Establishing NRM affiliated CBOs (cooperatives) and strengtening and backstopping them	2	3	3	Maitenance of water infrastructure	2	3	2				
	Capacity building on INRM at all level	2	3	3								
	Maintenance of existing infrastructure	2	3	3								
	Building NRM association	2	3	3								

Cross cutting = highland + midland + lowland

ANNEX 8 - FARMERS' STRATEGY														
Type of intervention	Zone	Short term	Maize (Knowledge)	Beans (labour)	Pebbles (money)	Medium term	Maize (Knowledge)	Beans (labour)	Pebbles (money)	Long term	Maize (knoweldge)	Beans (Labour)	Pebbles (money)	
Soil interventions	Cross cutting	Training / Capacity-building on SW conservation	2	1	2	Compost making	1	3	1					
		Crop rotation	1	2	1									
		Timing of land preparation	1	3	0									
Water interventions	Cross cutting	Pulley pump	1	2	0	wind mills	2	1	2					
		Hand dug well	1	3	1									
		Fencing wells	1	2	1									
		Roof water harvesting	1	1	0									
		Improved domestic water supply	1	3	1									
Tree interventions	Cross cutting	Solar energy	2	0	3	Guard community forest	2	0	0					
		Bee keeping	1	1	1	Biogas	2	3	2					
		Hedge row planting	1	2	0	private woodlots	2	2	0					
		Dung cake for fuel	1	1	0	Agroforestry	2	0	0					
		Improved stoves	1	1	0	live fence	1	1	0					
Livestock interventions	Cross cutting	Use of concentrated feed / Fattening	2	1	0	Area enclosure of grazing lands	3	0	0	Fully abandoning free grazing	3	0	0	
		over sowing of fodder grass	1	1	0	Destocking of livestock	3	0	0	Cut and carry	2	2	0	
		proper storing of crop residues	1	2	1	use of Improved breeds (cattle)	3	1	2					
Institutional interventions	Cross cutting	credit services for technologies	1	0	2	Subsidy	0	0	3					
		experience sharing tours	2	0	1	Road construction	3	3	3					
		Practical training / Capacity-building and demonstration sites		2	1	electricity supply	0	2	2					
		Expanding programs for youths	2	0	2									
		Regular meeting and interaction between community and experts	0	0	0									
		Land registration and certiifcation and monitoring	0	0	0									
		strengthening the 1 to 5 system of community organization	0	0	0									
		general community regular assembly for community affairs discussion	0	0	0									
Water interventions	Highland	Checkdam construction	1	0	1	Drip irrigation	1	1	1					
		Tied ridge	2	1	0									
		stone bands	0	3	1									
		grass strips (contour)	0	2	1									
		Water harvesting for irrigation (pond)	2	3	1									
		Ground water percolation pit	1	3	0									
		Treadle pump	1	2	1									
		Half moon	1	3	0									
		Contour ploughing	0	1	0									
		soil bunds		3	1									
		cut-off drains	1	1	0									
Tree interventions	Highland	Planting trees on bunds (soil and water conservation structures)	1	2	1	Forest protection	2	0	0					
		Fruit orchards	0	3	0									
		increasing tree cover (agroforestry, woodlots)	1	2	1									
Policy interventions	Highland	Monitoring SWC structures	2	2	0	Fodder tree planting	2	2	1					
		Bye-law development	3	0	0									
		Afforestation/Reforestation	1	2	1									
Water interventions	Midland	Drainage of the river to Lake Tana	1	3	3	Mango orchard	2	2	1					
		micro dams (seasonal)	1	2	0									
		river diversion	2	3	3									
		motor pumps	2	1	2									
Soil interventions	Midland	soil bunds	1	3	1									
		Nitrogen fixing legume	2	2	2									
	Lowland/Wetland	Motor pumps	2	1	3	fishery	3	2	3					

Cross cutting = highland + midland + lowland

ANNEX 8 - FARMERS' STRATEGY													
Type of intervention	Zone	Short term	Maize (Knowledge)	Beans (labour)	Pebbles (money)	Medium term	Maize (Knowledge)	Beans (labour)	Pebbles (money)	Long term	Maize (knoweldge)	Beans (Labour)	Pebbles (money)
Soil interventions	Cross cutting	Training / Capacity-building on SW conservation	2	1	2	Compost making	1	3	1				
		Crop rotation	1	2	1								
		Timing of land preparation	1	3	0								
Water interventions	Cross cutting	Pulley pump	1	2	0	wind mills	2	1	2				
		Hand dug well	1	3	1								
		Fencing wells	1	2	1								
		Roof water harvesting	1	1	0								
		Improved domestic water supply	1	3	1								
Tree interventions	Cross cutting	Solar energy	2	0	3	Guard community forest	2	0	0				
		Bee keeping	1	1	1	Biogas	2	3	2				
		Hedge row planting	1	2	0	private woodlots	2	2	0				
		Dung cake for fuel	1	1	0	Agroforestry	2	0	0				
		Improved stoves	1	1	0	live fence	1	1	0				
Livestock interventions	Cross cutting	Use of concentrated feed / Fattening	2	1	0	Area enclosure of grazing lands	3	0	0	Fully abandoning free grazing	3	0	0
		over sowing of fodder grass	1	1	0	Destocking of livestock	3	0	0	Cut and carry	2	2	0
		proper storing of crop residues	1	2	1	use of Improved breeds (cattle)	3	1	2				
Institutional interventions	Cross cutting	credit services for technologies	1	0	2	Subsidy	0	0	3				
		experience sharing tours	2	0	1	Road construction	3	3	3				
		Practical training / Capacity-building and demonstration sites		2	1	electricity supply	0	2	2				
		Expanding programs for youths	2	0	2								
		Regular meeting and interaction between community and experts	0	0	0								
		Land registration and certiifcation and monitoring	0	0	0								
		strengthening the 1 to 5 system of community organization	0	0	0								
		general community regular assembly for community affairs discussion	0	0	0								
Water interventions	Highland	Checkdam construction	1	0	1	Drip irrigation	1	1	1				
		Tied ridge	2	1	0								
		stone bands	0	3	1								
		grass strips (contour)	0	2	1								
		Water harvesting for irrigation (pond)	2	3	1								
		Ground water percolation pit	1	3	0								
		Treadle pump	1	2	1								
		Half moon	1	3	0								
		Contour ploughing	0	1	0								
		soil bunds		3	1								
cut-off drains	1	1	0										
Tree interventions	Highland	Planting trees on bunds (soil and water conservation structures)	1	2	1	Forest protection	2	0	0				
		Fruit orchards	0	3	0								
		increasing tree cover (agroforestry, woodlots)	1	2	1								
Policy interventions	Highland	Monitoring SWC structures	2	2	0	Fodder tree planting	2	2	1				
		Bye-law development	3	0	0								
		Afforestation/Reforestation	1	2	1								
Water interventions	Midland	Drainage of the river to Lake Tana	1	3	3	Mango orchard	2	2	1				
		micro dams (seasonal)	1	2	0								
		river diversion	2	3	3								
		motor pumps	2	1	2								
Soil interventions	Midland	soil bunds	1	3	1								
		Nitrogen fixing legume	2	2	2								
	Lowland/Wetland	Motor pumps	2	1	3	fishery	3	2	3				

Cross cutting = highland + midland + lowland